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U. S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
ROYAL MEEKER, Commissioner

BULLETIN OF THE UNITED STATES BUREAU OF LABOR STATISTICS . . . WHOLE NUMBER 176

WOMEN IN INDUSTRY SERIES: No. 6

EFFECT OF MINIMUM-WAGE DETERMINATIONS IN OREGON

JULY, 1915

WASHINGTON
GOVERNMENT PRINTING OFFICE
1915

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WHOLE NO. 176. WASHINGTON. JULY, 1915.

EFFECT OF MINIMUM-WAGE DETERMINATIONS IN OREGON.[1]

BY MARIE L. OBENAUER AND BERTHA VON DER NIENBURG.

INTRODUCTION AND SUMMARY.

Does the establishment of a legal minimum wage for women do more harm than good to the women it is designed to assist? Does it lead to their displacement by men, or is the child, in spite of the pressure used to keep it out of industry, being drawn in to do the unskilled work that the adult woman had been employed to do? If any women are benefited, how many and to what extent? Are the higher wages paid to the efficient women being leveled to meet the additional expense imposed in raising the wage of the less skilled? Does the assurance of a legal minimum wage reduce woman's efficiency? Finally, is labor cost increased by such legislation?

Such are the insistent queries asked by the American public as to the value of legal enactments in insuring a living wage to normal wage-earning women. To answer these questions upon the basis of experience in America has been the object of this study.

The field in which answers were to be found in the fall of 1914, when this investigation was begun, was very limited. Only the commissions in Oregon, Washington, and Massachusetts had made wage determinations.[2] In Massachusetts the determinations made applied only to the brush industry, and like those in Washington, were of too recent date to permit of the necessary business adjustments or to allow a study of conditions in corresponding normal months before and after the determinations.[3] Utah alone among the States has a minimum fixed for all occupations in all industries by statutory law. Although the date of enactment would have made possible an investigation, women affected in this State were so few in number and so scattered as to render the study inadvisable.

[1] The material forming the basis of this report was collected at the joint expense of the United States Bureau of Labor Statistics and the United States Commission on Industrial Relations.

[2] See Bulletin of the United States Bureau of Labor Statistics, No. 167, for summaries and the text of American minimum-wage determinations.

[3] The Massachusetts determination became operative Aug. 15, 1914; the Washington determinations became operative at different dates from June 27, 1914, to Feb. 20, 1915.

Oregon was, therefore, the only State that could throw light on all the queries asked.[1] Yet even here, it was necessary to confine the study to the retail stores—the industry employing the largest number of women to which the determinations are applicable. When this investigation was inaugurated the determinations made by the Oregon Industrial Welfare Commission in regard to factory employees applied only to time workers, all piecework being beyond the scope of the determinations made up to that time. As the commission was contemplating orders covering piece rates, a study of the effect of the minimum wage in factories would have been of little practical value.

The Oregon commission in fixing the minimum wage of women employed in stores made one set of determinations for the city of Portland and another for all other cities, towns, or villages. Portland has a population somewhat in excess of 200,000. The next largest city, Salem, with approximately 14,000 people, presents the retail-store conditions which prevail in the other small cities in the State, depending largely on the surrounding country for their trade. The determinations in Oregon classify female employees in retail stores as girls under 18 years,[2] inexperienced adult women 18 years of age and over with experience of not more than one year in an occupation, and experienced adult women 18 years of age and over having more than one year of experience in an occupation. Any change in the character of service rendered constitutes a change in occupation, and therefore the beginning of a new apprenticeship year. All girls under 18 and inexperienced adult women in retail stores in the State of Oregon must receive a minimum weekly rate of pay of $6; all experienced adult women must receive $8.25, save in Portland, where they must be paid at the minimum rate of $9.25 per week. These awards became operative on different dates, from October 4, 1913, to February 7, 1914.[3]

To ascertain what the effect of the Oregon determinations had been, a comparison was made of records of 40 department, dry-goods, 5 and 10 cent, specialty, and neighborhood stores for the two spring months, March and April, in 1913 and the same two months in 1914[4]—periods ending five months before and beginning five months after the date on which the first minimum-wage determination went into

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[1] See appendixes, for law creating Oregon Industrial Welfare Commission and for wage determinations.

[2] Although the commission had the right to include boys under 18 in the determinations, they had not done so at the time of this investigation.

[3] The exact dates on which the determinations applicable to women employed in stores became effective were as follows:

Oct. 4, 1913, for girls between 16 and 18 years, a minimum wage of $1 a day.

Nov. 23, 1913, for experienced adult women in Portland, a minimum rate of $9.25 a week.

Feb. 7, 1914, for experienced adult women in the State outside of Portland, a minimum rate of $8.25 a week.

Feb. 7, 1914, for inexperienced adult women, a minimum rate of $6 a week.

[4] Conditions peculiar to one firm's business rendered these months not comparable in the two years; the records for September in 1913 and 1914 were therefore substituted.

effect and at the same time nearly one month after the date on which the last retail-store determinations took effect. The number of women under and over 18 years, with and without one year of experience in each occupation, was taken for both periods, together with each woman's rate of pay, the hours she worked, the amount received in wages, in P. M.'s[1] and commissions, and, if selling, the amount of her sales in both years. Data for men were taken for the same periods in 1913 and 1914 as to the number employed, the total earnings, and the total sales. All records were copied from store books by the Federal agents. In addition 443 women were personally visited and a record of their age and experience and their places of employment, occupations, rates of pay, earnings, and hours of work before and after the wage determinations was obtained.

Although this study of the effect of minimum-wage determinations was as comprehensive as the situation would permit, the numbers of women affected in the State of Oregon were too small and the time for adjustments both for the business interests concerned and the State authorities was too short to allow the results of the study to do more than show tendencies. It was deemed advisable, however, to make this study in Oregon at this time in order that the facts attending the earliest experience under minimum-wage legislation might be available for consideration in framing such enactments elsewhere; and also that this experience might be recorded for comparison with later results shown by future studies. This study can not be assumed to show the ultimate effects even in Oregon. Such legislation must live through various fluctuations in business conditions before some of its tendencies can be sharply distinguished from changes due to other influences.

Regardless of minimum-wage determinations, there are constant changes in business organization from year to year which have a material bearing upon the opportunities and conditions of employment. New departments are added from time to time, successful departments are expanded, and other departments which have failed to secure the public recognition expected are curtailed and sometimes eliminated. All such rearrangements involve additions to, transfers, or reductions in the labor force. These adjustments are of common occurrence. Any study from which such normal changes were eliminated in the effort to single out the effects of the minimum-wage legislation would defeat its own purpose.

The general business depression of 1914 was felt by Portland mercantile establishments, and injected into the problem of determining the effect of the minimum wage another factor of material influence. A depression in business automatically reduces the numbers employed.

[1] P. M.'s are premiums given for selling slow-moving stock.

It is therefore important to guard against confusing the effects of depressed business with the effects of minimum-wage determinations. The problem in Oregon was further complicated because a reduction of legal working hours and a 6 p. m. closing regulation took effect at the same time as the wage orders.

Other difficulties were encountered in the progress of the investigation. Defective, or entire lack of, records limited the study to approximately three-fourths of the stores of the classes covered. Even among these establishments difficulty was encountered in ascertaining the age and experience of all the women employees. This was a serious obstacle in view of the fact that the Oregon Industrial Welfare Commission, as stated, classified women employees in retail stores by age and experience, yet neither the law nor any order of the commission requires the keeping of such records. Manifestly an effective enforcement can not be achieved until adequate records are kept.

Notwithstanding all the difficulties and complications, a number of conclusions can be drawn concerning changes in conditions of labor after the minimum-wage determinations.

Certain readjustments occurred in Portland stores such as might be expected even in a normal business year. The establishment of three new departments and the elimination of two other departments requiring different grades of labor brought about the employment of some women and the dismissal of others. A policy of charging for alteration of garments, inaugurated in 1914 by the Portland Retail Merchants' Association, decreased the demand for alterations, thereby necessitating a reduction in the number of women employed in the workroom, a department paying relatively high wages.

The effect of the country-wide depression manifested itself in a marked reduction in sales in many stores. This operated to decrease the labor force, both male and female.

Throughout this discussion the influence of these factors must be borne in mind as they account very largely for the decrease in the number of women employees. The decrease in total numbers bears little or no relation necessarily to the minimum-wage determinations, but the dismissal of particular women rather than others, because they had completed their apprenticeship period and must therefore be paid a higher wage if retained, can be considered as due to the determinations.

Girls under 18 years of age have increased, especially in the errand, bundle-wrapper, and cashier occupations, but not in the more skilled work of selling, sewing, or of the office. These first-named occupations tend to become the sphere for minors to the exclusion of adult women with or without experience, a result, in all probability, of the minimum-wage determinations.

The wage determinations have not put men in positions vacated by women. The causes operating to decrease the number of women also operated to decrease the number of men, though to a less degree, as the nonselling male force is not as adjustable as the nonselling female force.

The rates of pay for women as a whole have increased. Wherever the wage rates of old employees have been changed since the minimum-wage rulings, the employees were benefited. Some women, upon reinstatement after an absence, were compelled to accept the rate to which they were legally entitled, although it was below that received during their earlier service. The average rates of pay of girls under 18 and of experienced adults have increased; that of inexperienced adults decreased very slightly. While formerly 26 per cent of the girls under 18 received a rate of less than $6 a week, after the determinations less than 1 per cent were paid below this rate. More girls under 18 years received over $6 a week after than before the minimum-wage determinations. Among the experienced women not only the proportion getting $9.25 (the legal minimum) but also the proportion getting over $9.25 has increased. The proportion of the force receiving over $12 has also increased, although the actual number has decreased. Some experienced women were receiving rates below the minimum to which the determinations entitled them.

Employment was more regular in 1914 than in 1913. This was due in part to the fact that under depressed business conditions fewer new employees were taken on for short periods. The disparity between rates and earnings was therefore less in 1914, but sufficiently large in that year to call attention sharply to the importance of giving unemployment consideration in making minimum-wage determinations. The Oregon commission took no cognizance of unemployment, confining its first attempts to determining the minimum amount below which a self-supporting woman could not subsist in health and comfort, and to fixing this amount as the minimum rate of pay. Whether the conditions in retail-store business in Oregon would permit a steadiness of employment that would insure average earnings approximating the minimum rates to any woman able and willing to work steadily, is a question which would have involved an extensive and expensive investigation to answer satisfactorily. It is important, however, to know the extent of unemployment and also the extent to which the difference between actual and full-time hours is due to business conditions, to voluntary absences from duty, to illness, to family demands, or to other causes.

A comparison of sales made by women raised to, receiving, or who should have received the minimum with those of women receiving above the minimum does not reveal differences that would indicate a decrease in the efficiency of those affected by the wage determinations.

The numbers for whom comparable data on this subject could be secured were too limited, however, to warrant conclusions.

All the changes arising from decreased business, reorganization of departments, and increased rates of pay resulted in an increase in the female labor cost and also in the total labor cost of 3 mills per dollar of sales. This increased cost was not distributed equally among stores or among departments in the same store. The changes in female-labor cost varied from an 8-mill increase per dollar of sales in Portland neighborhood stores to a 1.2-cent decrease in Salem stores.

ESTABLISHMENTS COVERED AND NUMBERS EMPLOYED IN 1914.

For reasons already explained, this study of the effect of minimum-wage legislation in Oregon was confined to the department, dry-goods, and 5 and 10 cent stores, the cloak and suit and waist specialty houses,[1] and the small dry-goods stores situated in neighborhood districts. A complete survey of stores of these classes was not possible, because all firms did not have the information desired.[2] Records for corresponding periods before and after the minimum-wage determinations were obtained from more than three-fourths of the establishments of these classes in business both in 1913 and 1914.

The number of establishments covered in the investigation and the number of women and men employed during the period studied in 1914 are shown in Table 1 below, the figures in the case of Portland being shown separately for each class of store included.

TABLE 1.—ESTABLISHMENTS COVERED IN THE INVESTIGATION AND WOMEN AND MEN EMPLOYED DURING PERIOD STUDIED IN 1914.

[This table does not include extra male or female help whose identity from week to week could not be traced, such female help being equivalent to 3 women working full time; nor does it include 20 saleswomen whose regular employment began with the opening of a new department on the last day of the period covered in the investigation.]

Type of store.	Number of establishments covered.	Number of persons employed during period studied in 1914.	
		Women and girls.	Men.
PORTLAND.			
Department, dry-goods, and 5 and 10 cent stores	6	1,345	802
Specialty stores	11	181	49
Neighborhood stores	16	20	17
Total	33	1,546	868
SALEM.			
Dry-goods, specialty, and 5 and 10 cent stores	7	96	34
Grand total	40	1,642	902

[1] See note [1], p. 57.

[2] One firm, Olds, Wortman & King, a Portland department store, refused the Federal agents access to their records. They offered to furnish a summary statement, but the Bureau did not regard this as comparable with material obtained direct from other firms' books.

NUMBERS EMPLOYED BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

CHANGES IN NUMBERS EMPLOYED COMPARED WITH AMOUNT OF SALES.

During the months of March and April, 1913,[1] there were 1,919 women and girls employed in the 24 Portland and 7 Salem stores for which the amount of sales could be obtained, the other 9 stores employing but 11 women. Many of these women worked but a fraction of a month in this period.[2] The irregularity of employment which occurs in a two-month period renders the actual numbers employed an inexact basis for comparison of the work given to women in the two years. By dividing the total hours which these women worked in the period studied in each year by the establishment hours for the same period in each year, the number of full-time workers possible in each period is ascertained. Table 2 shows that the 1,919 women whose names appeared on the pay rolls in the 1913 period were equivalent to 1,498 full-time women, and that the 1,634 women employed in the 1914 period were equivalent to 1,332 full-time workers. The percentage of difference between these full-time workers measures the real decrease in the number of women workers in 1914. The decrease in the numbers of full-time women since the wage rulings was approximately 11 per cent, as compared with an 8 per cent decrease in total sales.

TABLE 2.—ACTUAL NUMBER OF WOMEN AND GIRLS EMPLOYED AND THEIR EQUIVALENT IN FULL-TIME WORKERS, AND TOTAL AVERAGE WEEKLY SALES BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS, IN 24 PORTLAND AND 7 SALEM RETAIL STORES.

Type of store.	Actual number of women and girls employed.			Equivalent number of full-time workers.			Per cent of increase (+) or decrease (−) in actual number of men employed.	Total average weekly sales.		
	Before determinations.	After determinations.	Per cent of increase (+) or decrease (−).	Before determinations.	After determinations.	Per cent of increase (+) or decrease (−).		Before determinations.	After determinations.	Per cent of increase (+) or decrease (−).
PORTLAND.										
Department, dry-goods, 5 and 10 cent stores	1,632	[3] 1,345	−17.6	1,269	1,100	−13.3	− 8.8	$175,338.83	$158,356.12	− 9.7
Specialty stores	167	181	+ 8.4	127	139	+ 9.4	+16.7	19,302.85	20,657.92	+ 7.0
Neighborhood stores	[3] 23	[3] 12	−47.8	22	12	−45.5	−10.5	4,821.42	3,228.13	−33.1
Total	[3] 1,822	[3] 1,538	−15.6	1,418	1,251	−11.8	− 7.7	199,463.10	182,242.17	− 8.6
SALEM.										
Dry-goods, specialty, and 5 and 10 cent stores	97	96	− 1.0	80	81	+ 1.2	None.	7,416.53	8,079.70	+ 8.9
Grand total	[3] 1,919	[3] 1,634	−14.9	1,498	1,332	−11.1	− 7.4	206,879.63	190,321.87	− 8.0

[1] Conditions peculiar to one firm's business rendered these months not comparable in the two years; the records for September in 1913 and 1914 were therefore substituted.

[2] No "extras" or "contingents" are included in this discussion, which has to do with regular employees only.

[3] Nine neighborhood stores, employing 11 women and 6 men in 1913 and 8 women and 4 men in 1914, did not report sales, and have therefore not been included in the table; nor does it include 20 saleswomen whose regular employment began with the opening of a new department on the last day of the period covered in the investigation.

In the department, dry-goods, and 5 and 10 cent stores there was approximately a 13 per cent loss of employment among women in the 1914 as compared with the 1913 period; the total sales decreased 9.7 per cent. A detailed study of occupations, however, shows that the possible number of full-time saleswomen decreased only 9 per cent, which fairly corresponds with the decrease in sales. The excessive losses occurred in the workrooms, among the bundle wrappers, and the miscellaneous help. These heavy decreases are attributed to several causes not directly associated by employers with the minimum-wage legislation. A policy of charging for alterations, inaugurated by the Portland Retail Merchants' Association in 1914, reduced the demand for this sort of work to such an extent that the alteration force was cut down 48 per cent, resulting in a reduction in the total workroom force of one-third. In certain stores the public restaurants and soda fountains, with the occupations incident to those departments, were abolished. Unnecessary messenger service was done away with in 1914. Only this last reduction of numbers may be associated even indirectly with the wage determinations. Whether attention was called to the unnecessary service by the wage determinations or by the general need for cutting down expenses because of business depression can not be stated.

In the neighborhood stores the 33 per cent decrease in sales (in the seven stores reporting sales) led to a discharge of the women employees wherever temporary services of the daughter or wife of the owner were available and sufficient. In only one of the seven stores dismissing women did the owner give as the reason for the dismissal his belief that they were not worth the wage required by law.

In the Portland specialty stores, where business was better in 1914 than 1913, the number of full-time women and girls increased. Salem retail stores, which show a 9 per cent rise in sales, employed almost the same number in both years. Where business improved, therefore, no decrease in the number of women employed occurred. The detailed study shows, however, that a smaller per cent of women were directly affected by the minimum-wage determinations in these stores than in the large department and dry-goods stores.

Little, if any, of the loss of employment among women as a group can be related to the minimum-wage determinations. Decreased business, curtailing of alteration help and messenger service, and elimination of departments operated largely in producing the 11 per cent decrease in the numbers of full-time women employed.

The force of 974 men employed in the 1913 period in the 40 stores studied decreased 7.4 per cent in the 1914 period, a change in close correspondence with the reduction in business. In Portland stores where business decreased the actual number of men decreased less

rapidly than the actual number of women. In Portland stores where an increase in business occurred there was a greater increase among men than among women. Obviously no general displacement of women by men can have occurred. Furthermore, a detailed study of occupations disclosed little attempt to fill with men the positions left vacant by women. A few such adjustments in the office have been made, but they were made to permit the completion of work not always finished at 6 p. m.,[1] the latest hour that women could be employed in the store.

CHANGES IN NUMBERS OF GIRLS, INEXPERIENCED WOMEN, AND EXPERIENCED WOMEN EMPLOYED.

Has the decrease in numbers employed necessitated by business depression and normal readjustment been borne equally by women of differing age and experience? The determinations of the Oregon Industrial Welfare Commission divide women wage earners into those under 18 years, those 18 years or over with not more than one year's experience in an occupation, and those 18 years or over with more than one year's experience in an occupation. For the girl under 18 and the inexperienced adult woman the minimum wage is $6. The adult woman having more than one year of experience must receive $9.25 in Portland and $8.25 in other parts of the State. Table 3, which follows, shows the actual number of women and girls employed and their equivalent in full-time workers, classified by age and experience, before and after the minimum-wage determinations, with the per cent of increase or decrease after the determinations.

[1] The question as to whether the 6 p. m. closing order, made at the same time as the minimum-wage orders, applies to all women employed in stores or only to women engaged in selling, was under consideration by the State's attorney at the time of this investigation.

TABLE 3.—ACTUAL NUMBER OF WOMEN AND GIRLS EMPLOYED AND THEIR EQUIVA NUMBER OF MEN EMPLOYED BEFORE AND AFTER MINIMUM-WAGE

Type of store.	Total employees.[1]			Total men.			Total women.		
	Before determinations.	After determinations.	Per cent of increase (+) or decrease (−).	Before determinations.	After determinations.	Per cent of increase (+) or decrease (−).	Before determinations.	After determinations.	Per cent of increase (+) or decrease (−).
PORTLAND.									
Department, dry-goods, and 5 and 10 cent stores:									
Actual number	2,511	2,147	−14.5	879	802	− 8.8	1,632	1,345	−17.6
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	1,269	1,100	−13.3
Specialty stores:									
Actual number	209	230	+10.0	42	49	+16.7	167	181	+ 8.4
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	127	139	+ 9.4
Neighborhood stores:									
Actual number	53	37	−30.2	19	17	−10.5	34	20	−41.2
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	33	20	−39.4
Total:									
Actual number	2,773	2,414	−12.9	940	868	− 7.7	1,833	1,546	−15.7
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	1,429	1,259	−11.9
SALEM.									
Dry-goods, specialty, and 5 and 10 cent stores:									
Actual number	131	130	− .8	34	34	.....	97	96	− 1.0
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	80	81	+ 1.2
Grand total:									
Actual number	2,904	2,544	−12.4	974	902	− 7.4	1,930	1,642	−14.9
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	1,509	1,340	−11.2

[1] Not including extra male help in 1914 or female help whose identity from week to week could not be traced in 1913 and 1914, such female help being equal to 3 women working full time; nor does it include 20 saleswomen in 1914 whose regular employment began with the opening of a new department on the last day of the period covered in the investigation.

[2] While age and experience records could not be secured for these women—not one of whom was on the rolls for both years—information obtained from their fellow workers, their rates of pay, and the statements of employers that they had dismissed adult experienced women in certain unskilled occupations rather than pay the required $9.25, clearly indicates that in 1913 these women were adults and largely adult experienced women. The same sources of information clearly indicate that the girls for whom records could not be found in 1914 were minors, adult inexperienced, and adult experienced. See text discussion, pp. 16 and 40.

LENT IN FULL-TIME WORKERS, CLASSIFIED BY AGE AND EXPERIENCE, AND ACTUAL DETERMINATIONS IN 33 PORTLAND AND 7 SALEM RETAIL STORES.

Classification of women employees.											
Girls under 18.			Adult inexperienced.			Adult experienced.			Adults, experience not definitely known.		Age and experience not definitely known.[2]	
Before determinations.	After determinations.	Per cent of increase (+) or decrease (−).	Before determinations.	After determinations.	Per cent of increase (+) or decrease (−).	Before determinations.	After determinations.	Per cent of increase (+) or decrease (−).	Before determinations.	After determinations.	Before determinations.	After determinations.
[3] 15	[3] 27	[3] +80.0	[3] 32	[3] 10	[3] −68.7	[3] 105	[3] 116	[3] +10.5	.....	.....	.....	.....
[4] 120	[4] 130	[4] + 8.3	[4] 145	[4] 129	[4] −11.0	[4] 942	[4] 825	[4] −12.4	121	49	152	59
[3] 14	[3] 23	[3] +64.3	[3] 25	[3] 8	[3] −68.0	[3] 83	[3] 99	[3] +19.3	.....	.....	.....	.....
[4] 94	[4] 102	[4] + 8.5	[4] 107	[4] 107	.....	[4] 789	[4] 691	[4] −12.4	78	32	79	38
.....	3	.....	2	4	.....	165	174	+ 5.5	.....	.....	.....	.....
.....	2	.....	2	3	.....	125	134	+ 7.2	.....	.....	.....	.....
3	.....	.....	6	5	.....	25	15	−40.0	.....	.....	.....	.....
3	.....	.....	5	5	.....	25	15	−40.0	.....	.....	.....	.....
138	160	+15.9	185	148	−20.0	1,237	1,130	− 8.7	121	49	152	59
111	127	+14.4	139	123	−11.5	1,022	939	− 8.1	78	32	79	38
7	4	.....	8	14	.....	82	78	− 4.9	.....	.....	.....	.....
6	3	.....	7	11	.....	67	67	.....	.....	.....	.....	.....
145	164	+13.1	193	162	−16.1	1,319	1,208	− 8.4	121	49	152	59
117	130	+11.1	146	134	− 8.2	1,089	1,006	− 7.6	78	32	79	38

[3] Figures for 3 stores whose records were complete.
[4] Figures for 3 stores whose records were incomplete.

The above table shows that among the group whose age and experience were definitely known the number of full-time inexperienced adult women, totaling 146 before the minimum-wage determinations, was reduced 8.2 per cent; the number of full-time experienced adult women, by far the largest number employed in stores, decreased 7.6 per cent. Girls under 18, most of whom were employed in the department, dry-goods, and 5 and 10 cent stores, show an increase of 11.1 per cent in full-time numbers. Similar changes occur in the actual numbers of workers in each group, although the per cent of decrease in the actual number of inexperienced adults was almost double that in the full-time number.

The fact that definite age and experience records were not available for certain numbers does not militate against the significance of the figures shown in Table 3 as much as would at first appear. While statistical records were not available, the status of these women is indicated by information secured from their fellow workers and from their employers and by their rates of pay. A number of these women were known by their fellow workers to be far above the 18-year limit; in the light of the employers' statements that the rates known to have been paid were never paid to minors, the age group of a considerable number of others was established; finally the policy pursued by the particular firms where these women were employed, of eliminating all adult women from the unskilled occupations and putting in their places girls under 18 concerning whom the wage determinations raised no question of experience, indicates clearly that the women whose age and experience were not definitely known in 1913 were largely adults and adults with experience. The influences bringing about the elimination of the adult before the minimum-wage determinations went into effect would operate to increase the number of girls under 18 after such determinations went into effect.

The increase in the number of girls under 18 can be traced directly to the wage determinations. There are certain occupations which, department-store managers contend, require little skill or experience and do not warrant a wage of $9.25 per week, the legal rate established for experienced women by the determinations. The work, it is said, can be done by minors as satisfactorily as by adults. A number of adult women who were experienced in these errand-girl occupations when the minimum-wage determinations took effect were transferred to other occupations to begin an apprenticeship anew; others who were not suited to or for whom there was no opening in more skilled occupations, such as selling, sewing, or clerical work, were dismissed.[1] Formerly no attention was given to the particular age of the women entering these positions. A girl of 16 en-

[1] See discussion of changes in occupation, pp. 70 to 72, and changes in place of employment, p. 70.

tering now as a bundle wrapper can continue in the occupation for two years before she is entitled to the minimum wage for experienced women; another girl entering at 18 years or more must receive the minimum in one year, and therefore becomes a problem for her employer a year sooner than her younger sister. Naturally the minors are given the preference in these relatively unskilled occupations. In the skilled occupations minors have decreased.

RATES OF PAY BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

ALL FEMALE EMPLOYEES.

The minimum-wage determinations aim directly at the rates of pay; here, then, their effect ought to be readily measured. As elsewhere stated, no woman or girl can now be employed in Oregon at a rate less than $6 per week. No woman 18 years of age or over who has been employed more than one year in a store occupation can be employed for less than $9.25 per week in Portland or for less than $8.25 per week in other parts of the State in the same occupation.

In the period covered in 1913 approximately 50 per cent of the women employed in Portland and Salem stores received a rate of $9.25 or more. The minimum-wage determinations, therefore, legally applied to not more than half of the female labor force in retail stores in these cities.

Table 4, which follows, permits a comparison of the rates before and after the minimum-wage determinations, with special reference to the rates fixed thereby. The table relates to inexperienced and experienced adults as well as to those under 18.

TABLE 4.—NUMBER AND PER CENT OF WOMEN AND GIRLS WHOSE WEEKLY RATES OF PAY BEFORE AND AFTER THE MINIMUM-WAGE DETERMINATIONS WERE UNDER, EQUAL TO, OR OVER THE MINIMUM RATES FIXED, AS SHOWN BY THE PAY ROLLS OF 33 PORTLAND AND 7 SALEM RETAIL STORES.

[For girls under 18 and inexperienced adult women of 18 and over the minimum wage is $6; for adult women with more than 1 year of experience it is $9.25 in Portland and $8.25 in other parts of the State.]

Type of store.	Women whose weekly rates of pay were within each classified amount.										Total number.	Average rate of pay per week.
	Under $6		$6		Over $6 and under $9.23 [1]		$9.23 [1] or $9.25		Over $9.25			
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.		
PORTLAND.												
Department, dry-goods, and 5 and 10 cent stores:												
Before determinations..	142	8.7	250	15.3	496	30.4	147	9.0	597	36.6	1,632	$9.69
After determinations...	3	.2	270	19.8	190	13.9	338	24.8	564	41.3	[2] 1,365	10.15
Specialty stores:												
Before determinations..	.....	.....	1	.6	[3] 21	12.6	5	3.0	140	83.8	167	12.68
After determinations...	.....	.....	4	2.2	[3] 20	11.0	18	9.9	139	76.8	181	12.11
Neighborhood stores:												
Before determinations..	1	2.9	2	5.9	[4] 16	47.1	3	8.8	12	35.3	34	9.54
After determinations...	1	5.0	.....	.....	[4] 5	25.0	7	35.0	7	35.0	20	10.28
Total:												
Before determinations.....	143	7.8	253	13.8	533	29.1	155	8.5	749	40.9	1,833	9.96
After determinations.....	4	.3	274	17.5	215	13.7	363	23.2	710	45.3	[2] 1,566	10.38
SALEM.												
Dry-goods, specialty, and 5 and 10 cent stores:												
Before determinations..	8	8.2	1	1.0	[5] 47	48.5	7	7.2	34	35.1	97	9.23
After determinations...	.....	.....	11	11.5	40	41.7	10	10.4	35	36.5	96	9.47
Grand total:												
Before determinations.....	151	7.8	254	13.2	580	30.1	162	8.4	783	40.6	1,930	9.92
After determinations.....	4	.2	285	17.1	255	15.3	373	22.4	745	44.8	[2] 1,662	10.33

[1] Firms fixing wages on a monthly basis pay a minimum of $40 per month, which is equivalent to $9.23 per working week; this rate was accepted by the commission as complying with the determination of $9.25 a week.

[2] Including 20 women whose regular employment began with the opening of a new department on the last day of the period covered in the investigation.

[3] Including 8 women who received in addition to the weekly rate a 2 per cent commission on all sales.

[4] Including 2 women who received in addition to the weekly rate a 1 per cent commission on all sales.

[5] There were 19 women before and 6 women after the minimum-wage determinations receiving over $6 but under $8.25.

Any rate lower than $6 a week was practically abolished in the 40 stores after these determinations went into effect. The per cent receiving $6 was slightly increased and the per cent receiving $9.25 [1] (the legal minimum for experienced adults in Portland) was increased from 8.4 per cent to 22.4 per cent. The per cent of the force receiving over $9.25 per week was increased from 40.6 per cent to 44.8 per cent. The average rate of pay for all women employed in the 40 stores increased 41 cents per week in 1914, or from $9.92 to $10.33 per week. As a whole, therefore, the rates of the women employed in these 40

[1] A monthly rate of $40, equivalent to $9.23 a week, was regarded by the commission as a compliance with the determinations.

stores have been materially increased since the wage rulings. The only decrease shown in any group of establishments occurred in the specialty stores, the stores paying rates that were out of the reach of the law save in a few instances. This decrease of the average rate from $12.68 to $12.11 per week was not caused by a general reduction of rates of pay for old employees; rather it was due to a taking on of additional help at the legal rates of $6 and $9.25, rates slightly lower than the rates formerly paid to women entering the stores for the first time.

GIRLS UNDER 18 YEARS OF AGE.

Table 5 shows for girls under 18 the number and per cent receiving certain weekly rates of pay before and after the minimum-wage determinations, just as were shown in Table 4 for all classes of women.

TABLE 5.—NUMBER AND PER CENT OF GIRLS UNDER 18 WHOSE WEEKLY RATES OF PAY BEFORE AND AFTER THE MINIMUM-WAGE DETERMINATIONS WERE UNDER, EQUAL TO, OR OVER THE MINIMUM RATES FIXED, AS SHOWN BY THE PAY ROLLS OF 33 PORTLAND AND 7 SALEM RETAIL STORES.

[For girls under 18 and inexperienced adult women of 18 and over the minimum wage is $6; for adult women with more than 1 year of experience it is $9.25 in Portland and $8.25 in other parts of the State.]

Type of store.	Women whose weekly rates of pay were within each classified amount.								Total number.	Average rate of pay per week.
	Under $6		$6		Over $6 and under $9.23		$9.23 or $9.25			
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.		
PORTLAND.										
Department, dry-goods, and 5 and 10 cent stores:										
Before determinations	33	24.44	77	57.04	25	18.52	.....	.....	135	$5.92
After determinations	1	.64	124	78.98	29	18.47	3	1.91	157	6.23
Specialty stores:										
Before determinations	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
After determinations	.....	.....	3	100.00	.....	.....	.....	.....	3	6.00
Neighborhood stores:										
Before determinations	.....	.....	.....	.....	3	100.00	.....	.....	3	8.31
After determinations	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total:										
Before determinations	33	23.91	77	55.80	28	20.29	.....	.....	138	5.98
After determinations	1	.62	127	79.38	29	18.13	3	1.87	160	6.23
SALEM.										
Dry-goods, specialty, and 5 and 10 cent stores:										
Before determinations	5	71.43	.....	.....	2	28.57	.....	.....	7	5.07
After determinations	.....	.....	3	75.00	1	25.00	.....	.....	4	6.58
Grand total:										
Before determinations	38	26.21	77	53.10	30	20.69	.....	.....	145	5.93
After determinations	1	.61	130	79.27	30	18.29	3	1.83	164	6.24

Prior to the rate determinations 26.2 per cent of the girls under 18 years of age received less than $6, 53.1 per cent received $6, and 20.7 per cent received more than $6. In the 1914 period but one got less than the legal minimum. Almost 80 per cent were getting exactly $6, while the proportion receiving more than $6 remained the same, namely, 20 per cent. The fact that 20 per cent were still receiving more than $6, although in a group for which the awards stipulated only that they should be paid not less than $6, shows that employers did not reduce wages of minors to the minimum permitted by the wage determinations, but continued to pay wages as before on the basis of the value of the services rendered. The rate for the 145 minors employed in all stores prior to the wage determinations averaged $5.93, or 7 cents less than the legal minimum rate afterwards fixed by the industrial welfare commission. The average rate of pay for these girls under 18 years increased 31 cents per week after the wage determinations.

INEXPERIENCED ADULT WOMEN 18 YEARS OF AGE AND OVER.

A lower rate was fixed for inexperienced adult women than was considered a living wage for independent women because the earning power of an inexperienced woman, regardless of her age, was not considered equal to the rate fixed for experienced women. Pending further study by the industrial welfare commission the employer was permitted to pay her the minimum paid minors until she had been in an occupation one year. Then, if retained in the same occupation, she must be paid not less than the minimum rate for experienced adult women—$9.25 in Portland and $8.25 elsewhere throughout the State.

Table 6 shows the number and per cent of inexperienced adult women receiving certain weekly rates of pay before and after the minimum-wage determinations, according to the form used in Tables 4 and 5, for all women and for girls under 18 years of age.

TABLE 6.—NUMBER AND PER CENT OF INEXPERIENCED ADULT WOMEN WHOSE WEEKLY RATES OF PAY BEFORE AND AFTER THE MINIMUM-WAGE DETERMINATIONS WERE UNDER, EQUAL TO, OR OVER THE MINIMUM RATES FIXED, AS SHOWN BY THE PAY ROLLS OF 33 PORTLAND AND 7 SALEM RETAIL STORES.

[For girls under 18 and inexperienced adult women of 18 and over the minimum wage is $6; for adult women with more than 1 year of experience it is $9.25 in Portland and $8.25 in other parts of the State.]

Type of store.	Women whose weekly rates of pay were within each classified amount.										Total number.	Average rate of pay per week.
	Under $6		$6		Over $6 and under $9.23		$9.23 or $9.25		Over $9.25			
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.		
PORTLAND.												
Department, dry-goods, and 5 and 10 cent stores:												
Before determinations..	8	4.52	66	37.29	99	55.94	3	1.69	1	0.56	177	$6.85
After determinations...	.....	.....	73	51.41	55	38.73	12	8.45	2	1.41	[1] 142	6.81
Specialty stores:												
Before determinations..	.....	.....	1	50.00	1	50.00	.....	.....	.....	.....	2	6.50
After determinations...	.....	.....	1	25.00	3	75.00	.....	.....	.....	.....	4	7.25
Neighborhood stores:												
Before determinations..	.....	.....	2	33.33	3	50.00	1	16.67	.....	.....	6	7.78
After determinations...	1	20.00	.....	.....	1	20.00	2	40.00	1	20.00	5	8.09
Total:												
Before determinations.....	8	4.32	69	37.30	103	55.68	4	2.16	1	.54	185	6.88
After determinations.....	1	.66	74	49.01	59	39.07	14	9.27	3	1.99	[1] 151	6.86
SALEM.												
Dry-goods, specialty, and 5 and 10 cent stores:												
Before determinations..	1	12.50	1	12.50	6	75.00	.....	.....	.....	.....	8	6.81
After determinations...	.....	.....	8	57.14	6	42.86	.....	.....	.....	.....	14	6.66
Grand total:												
Before determinations.....	9	4.66	70	36.27	109	56.48	4	2.07	1	.52	193	6.88
After determinations.....	1	.61	82	49.70	65	39.39	14	8.48	3	1.82	[1] 165	6.84

[1] Including 3 women whose regular employment began with the opening of a new department on the last day of the period covered in the investigation.

The $6 ruling had very little direct effect on the rate of pay of inexperienced adult women, as only 9 women whose age and experience were known to place them in this group were getting less than $6 in the 1913 period. The average rate of pay per week for these women was decreased by 4 cents. The old employees were not reduced, but the place of a $28 or a $30 a month girl was filled by a $26 girl. Fifty-nine per cent of these women received more than $6 before the minimum-wage determinations; only 50 per cent received more than that after the determinations. The proportion receiving $9.25 per week or more was increased, however.

It is evident that the minimum-wage determinations have been followed by a reduction in the rate for some adult inexperienced women. This may have been due to the unfavorable business conditions in 1914; it would not follow that the same reductions would

have occurred in a good business year. The fact remains, however, whether due to the depression in business or not, that the adult inexperienced as a group have suffered a reduction in rates.

EXPERIENCED ADULT WOMEN 18 YEARS OF AGE AND OVER.

The number and per cent of experienced adult women receiving certain weekly rates of pay before and after the minimum-wage determinations are shown in Table 7, according to the form used for the other classes of women in Tables 4, 5, and 6.

TABLE 7.—NUMBER AND PER CENT OF EXPERIENCED ADULT WOMEN WHOSE RATES OF PAY BEFORE AND AFTER THE MINIMUM-WAGE DETERMINATIONS WERE UNDER, EQUAL TO, OR OVER THE MINIMUM RATES FIXED, AS SHOWN BY THE PAY ROLLS OF 33 PORTLAND AND 7 SALEM RETAIL STORES.

[For girls under 18 and inexperienced adult women of 18 and over the minimum wage is $6; for adult women with more than 1 year of experience it is $9.25 in Portland and $8.25 in other parts of the State.]

Type of store.	Women whose weekly rates of pay were within each classified amount.										Total number.	Average rate of pay per week.
	Under $6		$6		Over $6 and under $9.23		$9.23 or $9.25		Over $9.25			
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.		
PORTLAND.												
Department, dry-goods, and 5 and 10 cent stores:												
Before determinations..	7	0.67	24	2.29	282	26.94	140	13.37	594	56.73	1,047	$11.62
After determinations...	.....	.....	20	2.09	61	6.37	319	33.30	558	58.24	[1] 958	11.94
Specialty stores:												
Before determinations..	.....	.....	.....	.....	[2] 20	12.12	5	3.03	140	84.85	165	12.74
After determinations...	.....	.....	.....	.....	[2] 17	9.77	18	10.34	139	79.89	174	12.20
Neighborhood stores:												
Before determinations..	1	4.00	.....	.....	[3] 10	40.00	2	8.00	12	48.00	25	10.12
After determinations...	.....	.....	.....	.....	[3] 4	26.67	5	33.33	6	40.00	15	11.01
Total:												
Before determinations	8	.65	24	1.94	312	25.22	147	11.88	746	60.31	1,237	11.74
After determinations	.....	.....	20	1.74	82	7.15	342	29.82	703	61.29	[1] 1,147	11.97
SALEM.												
Dry-goods, specialty, and 5 and 10 cent stores:												
Before determinations..	2	2.44	.....	.....	[4] 39	47.56	7	8.54	34	41.46	82	9.82
After determinations...	.....	.....	.....	.....	[4] 33	42.31	10	12.82	35	44.87	78	10.12
Grand total:												
Before determinations	10	.76	24	1.82	351	26.61	154	11.67	780	59.14	1,319	11.62
After determinations	.....	.....	20	1.63	115	9.39	352	28.74	738	60.24	[1] 1,225	11.85

[1] Including 17 women whose regular employment began with the opening of a new department on the last day of the period covered in the investigation.
[2] Including 8 women who received in addition to the weekly rate a 2 per cent commission on all sales.
[3] Including 2 women who received in addition to the weekly rate a 1 per cent commission on all sales.
[4] There were 27 women before and 26 women after the minimum-wage determinations receiving more than $8.25.

About 28 per cent of the experienced adult women employed in Portland stores received less than $9.25 per week before the minimum-wage determinations; 60 per cent received more than that amount.

After the rulings had gone into effect there were 102, or 9 per cent of the total number, who were still receiving less than the legal minimum.[1] The numbers receiving $9.25 per week had increased from 12 per cent to about 30 per cent of the total number, while the per cent getting more than $9.25 remained substantially the same. The average rate of pay for experienced adult women in Portland was increased 23 cents per week, or from $11.74 to $11.97.

In Salem only a few experienced adult women (14) were affected by the State-wide minimum of $8.25. None was found at just that rate. In the 1914 period only 7 were found receiving a rate as low as the legal minimum, $8.25. A larger per cent than in 1913 was reported at $9.25 and a larger per cent at rates higher than $9.25. The average rate reached $10.12 in April, 1914, an increase of 30 cents over 1913.

Notwithstanding the 102 obvious violations in Portland and the decrease in rates of pay in the Portland specialty stores, the wage rates for all experienced adult women in the two cities increased from $11.62 to $11.85. In spite of this increase in average rate and the increase of a little over one point in the per cent of experienced women receiving over $9.25 per week, the number of women receiving $12 and over decreased—a decrease, however, not out of proportion to the decrease in the whole force and due largely to the readjustments heretofore described in the alteration department (p. 12).

On the whole, women entering retail stores no longer have to begin at a $4 or $5 wage. Regardless of their age and experience they now begin their industrial career with at least a $6 rate. That this has meant a much better start for minors is apparent from these tables; that more adult women who can not lay claim to a year of experience in the occupation they enter have had to begin at $6 than formerly is also true. At the same time the per cent of inexperienced adults getting $9.25 or over have increased. Many women employees of experience received as much as $9.25 per week for the first time since their employment in the stores as a result of the minimum-wage determinations. The large per cent who had been receiving more than the legal minimum did not have their wages decreased, although for reasons closely connected with business readjustments the actual number of women getting more than $12 has decreased. Whether such rulings will make advancement in wages above $9.25 less rapid than formerly can not be said at this time. Undoubtedly the rates of pay of women as a whole have been increased.

[1] Owing to the fact that the constitutionality of the minimum-wage law was under consideration by the State supreme court, some merchants were slow in complying with the law. There were evidences that the number of violations were decreasing. The State commissioner of labor statistics and inspector of factories and workshops is responsible for the enforcement of these decisions. A fine or imprisonment, or both, can be imposed for violations and the girl discriminated against may collect all back wages due her. No prosecutions against retail store merchants for violations of the minimum-wage determination were recorded by this bureau in its biennial report for the period ending Sept. 30, 1914.

AVERAGE WEEKLY EARNINGS BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

More important to the wage-earning woman than her rate of pay is the amount of money she actually earns. Her rate may be high and yet if her employment is not steady, if she is asked to lay off one day a week, or if she is frequently ill, her earnings may fall below the wage determined by the commission to be the minimum required for healthful living. No attempt was made in this study to determine the causes of absences.[1] How many hours she worked and how much money she received for her services in two normal months before and after the minimum-wage determinations were among the more important objects of this study.

The average weekly earnings and hours of labor before and after the minimum-wage determinations, with per cent of increase or decrease after the determinations, are shown in Table 8. The average weekly earnings from commissions and P. M.'s are separately shown.

TABLE 8.—AVERAGE WEEKLY EARNINGS AND HOURS OF LABOR OF WOMEN AND GIRLS BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS, WITH PER CENT OF INCREASE OR DECREASE AFTER DETERMINATIONS, IN 33 PORTLAND AND 7 SALEM RETAIL STORES.

Type of store.	Number of women.	Average weekly wages.	Average weekly P. M.'s.	Average weekly commissions.	Total average weekly earnings.	Average weekly hours.
PORTLAND.						
Department, dry-goods, and 5 and 10 cent stores:						
Before determinations	1,632	$7.87	$0.022	.....	$7.89	39.59
After determinations	1,345	$8.65	$0.017	$0.004	$8.67	40.34
Per cent increase (+) or decrease (−)	.....	+9.9	−22.7	.....	+10.0	+2.0
Specialty stores:						
Before determinations	167	$9.85	$0.11	$0.24	$10.20	40.73
After determinations	181	$9.67	$0.05	$0.24	$9.96	37.89
Per cent increase (+) or decrease (−)	.....	−1.8	−54.5	.....	−2.4	−7.0
Neighborhood stores:						
Before determinations	34	$9.16	$0.41	$0.09	$9.66	50.19
After determinations	20	$10.23	.....	$0.08	$10.31	47.27
Per cent increase (+) or decrease (−)	.....	+11.7	−100.0	−11.1	+6.7	−5.8
Total:						
Before determinations	1,833	$8.07	$0.04	$0.02	$8.13	39.89
After determinations	1,546	$8.79	$0.02	$0.04	$8.85	40.14
Per cent increase (+) or decrease (−)	.....	+8.9	−50.0	+100.0	+8.9	+0.6
SALEM.						
Dry-goods, specialty, and 5 and 10 cent stores:						
Before determinations	97	$7.65	.....	$0.013	$7.66	42.81
After determinations	96	$8.15	.....	$0.023	$8.17	41.86
Per cent increase (+) or decrease (−)	.....	+6.5	.....	+76.9	+6.8	−2.2
Grand total:						
Before determinations	1,930	$8.05	$0.04	$0.02	$8.11	40.04
After determinations	1,642	$8.76	$0.02	$0.03	$8.81	40.24
Per cent increase (+) or decrease (−)	.....	+8.8	−50.0	+50.0	+8.6	+0.5

[1] The amount and causes of unemployment among retail store women in Boston was the subject of a special study, the results of which will appear in Bulletin of the United States Bureau of Labor Statistics, No. 182.

With the establishment of a minimum wage the legal working hours in Portland mercantile establishments were restricted to 8 hours and 20 minutes a day, or 50 hours a week, the closing hour to be not later than 6 o'clock in the afternoon. Outside of Portland the order of the industrial commission restricted the hours to 54 per week, with an 8.30 p. m. closing hour. Prior to this the legal minimum had been the 10-hour day and 60-hour week. None of the 40 retail stores included in the study, however, worked the legal maximum hours in 1913. The nominal hours ranged from 48 to 56½ per week in Portland and from 48 to 56 in Salem. With the fixing of the maximum the nominal hours varied from 48 to 50 in Portland, the largest number of employees being affected by a 49½-hour schedule. In Salem the hours ranged from 48 to 54 hours per week. In 1914, as compared with 1913, the nominal hours in some stores had decreased, in others they increased slightly. These changes in establishment hours in the two periods make it impossible to judge of the regularity of employment by the actual hours worked without comparing also the changes in nominal hours.

The average hours of employment per week for the regular women employees in the 40 stores covered in this study were approximately 40 in the 1913 period and scarcely a quarter of an hour more in the corresponding period in 1914. As stated heretofore the records of hours worked were secured, except in the case of one firm, for a two-months period before and after the wage determinations. How much of the average time lost was due to voluntary absence from duty, how much to illness, how much to family demands, how much to lay-off, and how much to first employment are not known. The period studied covered the spring season, when the ebb and flow of employment would not be as great as in the dull summer months or in the months preceding and succeeding the holiday pressure. Because of the business depression prevailing in 1914 and the consequent effort to reduce the force, the number of new employees taken on for the first time during the period covered in 1914 was comparatively small,[1] so that average hours worked in 1914 were not materially influenced by women coming into the stores late in the period studied.

With less than a quarter of an hour more of service per week in the 1914 period, women were paid on the average $8.76 in wages after the minimum-wage determinations, as against $8.05 before, an increase of 71 cents per week, or 8.8 per cent. The additional sums affecting earnings and commonly known as P. M.'s, paid for selling certain lines of goods, and bonuses paid for finding mistakes in sales checks, have been fewer in number and less in amount since the minimum-wage determinations. As the average amount received

[1] See pp. 53 and 54 for a detailed discussion of this subject.

per week from these sources was but 4 cents, the decrease of 50 per cent in P. M.'s and bonuses, or 2 cents, means very little in the earnings of the average woman. This is especially so since the custom of granting commissions either on all sales or sales above a specified amount has increased slightly. The average commission earned by all girls was 3 cents, as against 2 cents per week in 1913. The average weekly earnings for these store employees totaled, therefore, $8.11 before and $8.81 after the minimum-wage determinations.

These earnings are $1.81 less per week in 1913 and $1.52 less per week in 1914 than the average rate of pay for the respective periods. In other words the average earnings for all women increased 8.6 per cent while the average rates of pay increased but 4.1 per cent.[1]

Considering each group of stores separately, Table 8 shows that in the six Portland department, dry-goods, and 5 and 10 cent stores the average weekly earnings were $8.68 after the wage determinations, an increase of 10 per cent over the year before, and accompanied only by about a 2 per cent addition in the average hours worked. In the cloak, suit, and waist specialty houses, where the average rate of pay fell nearly 5 per cent, the earnings decreased only 2.4 per cent, with a decrease in average weekly hours of almost three hours, or 7 per cent. The earnings of the neighborhood-store women and the women employed in Salem both increased more than 6 per cent, while the hours for the first group decreased approximately 6 per cent and for the second group but 2 per cent.

How the earnings in these periods varied with the age and experience of the individual is shown in Table 9. The girls under 18 years who had been earning an average of $4.82 per week in 1913 still earned less than $5 after the minimum-wage determinations. Their earnings had increased to $4.96, approximately 3 per cent, while their hours had decreased 3.4 per cent. The 5.2 per cent increase in rates of pay for minors [2] resulted in a 3 per cent increase in their earnings, the difference being due to a reduction in the regularity of their employment.

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[1] See Table 4, p. 18.

[2] See Table 5, p. 19.

TABLE 9.—AVERAGE WEEKLY EARNINGS AND HOURS OF LABOR OF WOMEN AND GIRLS BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS, GROUPED ACCORDING TO AGE AND EXPERIENCE, IN 33 PORTLAND AND 7 SALEM RETAIL STORES.

Type of store.	Classification of women employees.								
	Girls under 18.			Adult inexperienced.			Adult experienced.		
	Number.	Average weekly earnings.	Average weekly hours.	Number.	Average weekly earnings.	Average weekly hours.	Number.	Average weekly earnings.	Average weekly hours.
PORTLAND.									
Department, dry-goods, and 5 and 10 cent stores:									
Before determinations...	135	$4.71	40.04	177	$5.22	37.75	1,047	$9.77	42.10
After determinations....	157	$4.92	39.16	139	$5.67	40.94	941	$10.21	41.39
Per cent increase (+) or decrease (−).....	+16.3	+4.5	−2.2	−21.5	+8.6	+8.5	−10.1	+4.5	−1.7
Specialty stores:									
Before determinations...	.....	.....	.....	2	$4.75	41.75	165	$10.27	41.57
After determinations....	3	$4.06	33.81	4	$4.85	34.24	174	$10.18	38.05
Per cent increase (+) or decrease (−).....	.....	.....	.....	+100.0	+2.1	−18.0	+5.5	−0.9	−8.5
Neighborhood stores:									
Before determinations...	3	$10.97	50.00	6	$6.89	47.78	25	$10.17	50.79
After determinations....	.....	.....	.....	5	$8.09	45.50	15	$11.04	47.90
Per cent increase (+) or decrease (−).....	.....	.....	.....	−16.7	+17.4	−4.8	−40.0	+8.6	−5.7
Total:									
Before determinations.....	138	$4.85	40.25	185	$5.27	38.12	1,237	$9.85	42.09
After determinations.....	160	$4.96	39.06	148	$5.69	40.91	1,130	$10.20	40.96
Per cent increase (+) or decrease (−)....	+11.6	+2.3	−3.0	−20.0	+8.0	+7.3	−8.7	+3.6	−2.7
SALEM.									
Dry-goods, specialty, and 5 and 10 cent stores:									
Before determinations...	7	$4.20	41.88	8	$6.25	48.17	82	$8.10	42.37
After determinations....	4	$4.80	34.80	14	$5.47	40.64	78	$8.84	42.44
Per cent increase (+) or decrease (−).....	−42.9	+14.3	−16.9	+75.0	−12.5	−15.6	−4.9	+9.1	+0.2
Grand total:									
Before determinations.....	145	$4.82	40.33	193	$5.31	38.54	1,319	$9.74	42.11
After determinations.....	164	$4.96	38.96	162	$5.67	40.89	1,208	$10.12	41.06
Per cent increase (+) or decrease (−)....	+13.1	+2.9	−3.4	−16.1	+6.8	+6.1	−8.4	+3.9	−2.5

The adult women without a year's experience continue to earn less than $6, although here, too, the earnings have increased, the change being from $5.31 to $5.67 per week. This 6.8 per cent increase in their earnings was noticeable in view of the 0.6 per cent decrease in their rates of pay.[1] The larger earnings were accompanied by a 6 per cent increase in hours worked.

The average earnings of experienced adult women were $10.12 per week after the wage determinations, an increase of about 4 per cent over the average earnings in 1913 as compared with a 2 per cent increase in rates.[2] The earnings of the experienced women, who

[1] See Table 6, p. 21.

[2] See Table 7, p. 22.

received a rate of exactly $9.25 in Portland or $8.25 in Salem, the minimum sum decided by the commission to be necessary to maintain a self-supporting woman in frugal but decent conditions, are shown in Table 10.

TABLE 10.—AVERAGE WEEKLY EARNINGS RECEIVED IN 1914 BY EXPERIENCED ADULT WOMEN WHOSE WEEKLY RATE OF PAY WAS $9.25 IN PORTLAND AND $8.25 IN SALEM.

Type of store.	Number of women.	Average weekly wages.	Average weekly P. M.'s.	Average weekly commissions.	Total average weekly earnings.
PORTLAND.					
Department, dry-goods, and 5 and 10 cent stores	313	$7.61	(1)	$0.013	$7.62
Specialty stores	18	5.70	.....	.....	5.70
Neighborhood stores	5	9.23	.....	.....	9.23
Total	336	7.75	(1)	(1)	7.75
SALEM.					
Dry-goods, specialty, and 5 and 10 cent stores	7	6.91	.....	.....	6.91
Grand total	[2] 343	7.73	(1)	(1)	7.73

[1] Less than 1 cent.
[2] Not including 9 women whose regular employment began with the opening of a new department on the last day of the period covered in the investigation.

Only 123, or a little more than one-third, of these women earned their full rate of $9.25 or $8.25 per week throughout the period covered. The average earnings for all in Portland were $7.75 per week, in Salem $6.91.

This showing in earnings emphasizes the need of analyzing closely the causes of unemployment in the department and other retail stores in order to determine the normal earning possibility under a given rate. Few of the women whose minimum rate was fixed at $6 or of the women whose minimum rate was fixed at $9.25 really earned that amount throughout the period covered. The increase in earnings since the minimum-wage determinations, however, as has been shown, has been greater than the increase in rates.

SELLING EFFICIENCY BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

Whether minimum-wage legislation reacts upon the efficiency of the wage earner is a question earnestly discussed. The legal guaranty of a minimum equal to a living wage is regarded by some as likely to lure the less conscientious employee toward relaxed efforts.

In a situation such as exists in Oregon, where the female labor supply [1] is in excess of the demands, there would be no reason why any such person could not be discharged. Interviews with the women

[1] While no statistical survey was made of the labor supply, that it was in all respects ample was the testimony of employers, and this was further evidenced by the large number of applicants waiting upon the superintendents of employees.

employees impressed this fact upon the agents, for all women dependent on their earnings were greatly troubled over the decrease in their sales.

The only measurement of efficiency of store employees that was obtainable was the amount of sales of the saleswomen. Admittedly these are not a complete or always a fair basis upon which to judge of a woman's efficiency. Other duties which she performs, such as care of stock, have a value to the employer. Sometimes certain circumstances make it impossible for a woman to sell as much at one time as another. For example, in one year the head saleswoman in a certain department took care to see that the customers were distributed evenly among her assistants. She did not wait on a patron unless these women were busy or were having difficulty in making the sale. The next year a new head of the department was introduced whose system was quite different. This woman insisted that no girl in her department wait on a customer unless she, the head of the department, was busy. The result, as told by her assistants, and as shown by the accounts of the department, was that the sales of the assistant saleswomen had very much decreased, while the sales of the head saleswoman had correspondingly increased. These assistant saleswomen could not with fairness be held responsible for these decreases.

The sales slip is usually taken as the measurement of a woman's efficiency and her rate of pay is as commonly regulated thereby. In the following table, therefore, the sales were used as a measure to determine the relative increase or decrease after the wage determinations in the efficiency of saleswomen receiving different rates of pay.

TABLE 11.—PER CENT OF INCREASE OR DECREASE IN AVERAGE DAILY SALES AFTER MINIMUM-WAGE DETERMINATIONS OF SALESWOMEN UNDER 18, INEXPERIENCED ADULT SALESWOMEN, AND EXPERIENCED ADULT SALESWOMEN RECEIVING THE MINIMUM RATE OR LESS, COMPARED WITH THE PER CENT OF INCREASE OR DECREASE IN AVERAGE DAILY SALES OF ALL SALESWOMEN RECEIVING MORE THAN THE MINIMUM RATE IN 3 PORTLAND RETAIL STORES.

[The significant comparisons in this table are in the sale increases or decreases of the several groups and not in the actual amount sold by such groups. Data for women whose age and experience were not reported or whose sales were not separately reported, together with transfer sales not credited, are not included in the classification but are included in the totals for all women.]

Classification of saleswomen.	Before determinations.			After determinations.			Per cent of increase (+) or decrease (−) in average daily sales after determination.
	Total days.	Total sales.	Average sales per day.	Total days.	Total sales.	Average sales per day.	
Women affected by minimum-wage rulings:							
Inexperienced minor and adult women	1,659.98	$38,962.24	$23.47	1,574.88	$39,476.11	$25.07	+ 6.8
Experienced adult women receiving $9.25 per week or under	6,293.26	170,060.01	27.02	4,272.75	112,808.05	26.40	− 2.3
Total	7,953.24	209,022.25	26.28	5,847.63	152,284.16	26.04	− .9
Women not affected by minimum-wage rulings:							
Experienced adult women receiving more than $9.25 but not more than $11.54 per week	3,426.59	117,490.58	34.29	4,297.61	131,222.42	30.53	−11.0
Experienced adult women receiving more than $11.54 but not more than $15 per week	2,977.97	132,974.79	44.65	2,710.46	106,685.17	39.36	−11.8
Experienced adult women receiving over $15 per week	1,591.80	100,581.21	63.19	1,697.30	93,419.96	55.04	−12.9
Total	7,996.36	351,046.58	43.90	8,705.37	331,327.55	38.06	−13.3
Total, all women	17,231.64	587,455.50	34.09	15,871.37	507,636.10	31.98	− 6.2

This table was confined to three stores, because in three only were there a sufficient number of saleswomen in comparable groups before and after the minimum-wage determination. The average sales per day of work in these stores had decreased 6.2 per cent in the 1914 period. An increase, therefore, in sales in any group of individuals would be counter to the general trend. Did the women affected by the minimum-wage determinations contribute more than their share of the decrease? The average sales of the three groups of women that were affected by the minimum wage—minors, inexperienced adult, and such of the experienced adult as were receiving $9.25 or less in both years—decreased 0.9 of 1 per cent. The sales of women in the same stores receiving more than the $9.25 minimum, and therefore not affected by the determinations, were lowered 13.3 per cent.

Analyzing the factors that entered into this result, as shown in Table 11, it becomes plain that the only groups showing any increase in sales are the minors and inexperienced adult women. The minors are selling in departments such as the notion, handkerchief, and pattern, departments less affected by a depression in business than others; the inexperienced adult women, however, are sprinkled throughout all the departments. The sales made by experienced adult women who received $9.25 or less in 1913 and 1914 decreased 2.3 per cent. It should be noted that this group receiving $9.25 or less is made up of two classes in 1914, the first receiving $9.25, the exact minimum, and the second receiving, in violation of the law, less than $9.25. The sales made by this second class of women decreased in practically the same proportion as those made by the women receiving $9.25, the exact minimum rate.

Those made by experienced adult women receiving over $9.25 but not more than $11.54 [1] decreased 11 per cent. The sales of women getting over $11.54 but under $15 weekly decreased 11.8 per cent, while the sales made by women getting more than $15 weekly decreased 12.9 per cent. These higher-paid women are in departments devoted to the more expensive goods. Naturally a business depression makes itself felt most in such departments, and this fact accounts in part for the excessive decrease in the sales of women getting the rates to which wage determinations did not apply.

To what extent the small decrease of sales among those affected by the minimum was due to a maintenance of the efficiency in the individual and to what extent it was due to the elimination of the inefficient can not be stated from this table, as these sales were not necessarily made by identical groups of women in the two periods. Until a large number of individuals affected by the minimum-wage determinations can be found in the same department before and after the rulings, working side by side with women getting rates not affected by the determinations, no definite conclusion as to the effects of the minimum on individual efficiency can be shown. The numbers in Oregon did not permit of such a selection.

[1] Equivalent to $50 a month.

LABOR COST BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

When business is prospering wage increases are a matter for consideration; in a period of depression they are granted only after careful deliberation. The year 1914, the first year in which the minimum-wage determinations were in operation in Oregon, was considered a poor year in the mercantile business. To show how changes in weekly wage payments, after the minimum-wage determitions, compared with changes in the weekly sales, is the purpose of Table 12.

TABLE 12.—PER CENT WHICH AVERAGE WEEKLY WAGE PAYMENTS TO SELLING AND TO NONSELLING FORCES COMBINED WERE OF AVERAGE WEEKLY SALES BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS IN 24 PORTLAND AND 7 SALEM RETAIL STORES.

[In each case the sales and wage payments are shown to the nearest dollar, and for this reason the totals are not always exactly equal to the sum of the items. The percentages are based on the exact amounts, including cents.]

Type of store.	Females.			Males.			Total.		
	Average weekly wage payments.	Average weekly sales.	Per cent wage payments are of sales.	Average weekly wage payments.	Average weekly sales.	Per cent wage payments are of sales.	Average weekly wage payments.	Average weekly sales.	Per cent wage payments are of sales.
PORTLAND.									
Department, dry-goods, and 5 and 10 cent stores:									
Before determinations	[1] $12,878	[1] $107,251	12.0	[1] $14,288	$68,088	21.0	[1] $27,165	[1] $175,339	15.5
After determinations	[1] $11,698	[1] $93,077	12.6	[1] $13,524	$65,279	20.7	[1] $25,221	[1] $158,356	15.9
Per cent increase (+) or decrease (−)	−9.2	−13.2	.....	−5.3	−4.1	.....	−7.2	−9.7	.....
Specialty stores:									
Before determinations	$1,704	$14,340	11.9	$714	$4,962	14.4	$2,417	$19,303	12.5
After determinations	$1,803	$16,505	10.9	$708	$4,153	17.0	$2,511	$20,658	12.2
Per cent increase (+) or decrease (−)	+5.8	+15.1	.....	−0.9	−16.3	.....	+3.9	+7.0	.....
Neighborhood stores: [2]									
Before determinations	$232	$2,446	9.5	$210	$2,376	8.8	$442	$4,821	9.2
After determinations	$132	$1,279	10.3	$191	$1,949	9.8	$324	$3,228	10.0
Per cent increase (+) or decrease (−)	−43.0	−47.7	.....	−8.8	−18.0	.....	−26.7	−33.1	.....
Total:									
Before determinations	$14,813	$124,037	11.9	$15,211	$75,426	20.2	$30,025	$199,463	15.1
After determinations	$13,633	$110,862	12.3	$14,423	$71,381	20.2	$28,056	$182,242	15.4
Per cent increase (+) or decrease (−)	−8.0	−10.6	.....	−5.2	−5.4	.....	−6.6	−8.6	.....
SALEM.									
Dry-goods, specialty, and 5 and 10 cent stores:									
Before determinations	$743	$5,439	13.7	$495	$1,978	25.0	$1,238	$7,417	16.7
After determinations	$785	$6,258	12.5	$495	$1,822	27.1	$1,280	$8,080	15.8
Per cent increase (+) or decrease (−)	+5.6	+15.1	.....	−0.1	−7.9	.....	+3.3	+8.9	.....
Total:									
Before determinations	[1] $15,557	[1] $129,476	12.0	$15,706	$77,404	20.3	$31,263	$206,880	15.1
After determinations	[1] $14,418	[1] $117,119	12.3	[1] $14,917	$73,203	20.4	$29,335	$190,322	15.4
Per cent increase (+) or decrease (−)	−7.3	−9.5	.....	−5.0	−5.4	.....	−6.2	−8.0	.....

[1] Includes wage payments for extra help and sales made by such help.
[2] 9 neighborhood stores did not report sales, and have therefore not been included in this table.

Sales made in March and April, 1914,[1] were, according to the above table, 8 per cent less than sales made in the same stores in these months in 1913. Yet the rates of pay of a large number of women employees had been raised to meet the conditions imposed by the determinations of the Oregon Industrial Welfare Commission. In spite of the increase of 4 per cent in the average rates of pay for women and of 8.6 per cent in their average earnings, the total weekly wage payments decreased 7.3 per cent in the period covered in 1914, a decrease made possible by the reduction in the number of women employed. On the other hand, the sales made by women decreased 9.5 per cent. By reference to Table 12 it is seen that before the determinations the average weekly wage payments to women were 12 per cent and after the determinations 12.3 per cent of the average weekly sales, or 12 and 12.3 cents, respectively, out of every dollar of sales. The net female-labor cost, therefore, increased 3 mills on every dollar of sales.

The male-labor cost increased only 1 mill on every dollar of sales, but the number of men and the amount of money involved were not sufficient to change the total labor cost as much as a half mill. Consequently the net increase in the cost of labor, male and female, was 3 mills and a negligible fraction on a dollar of sales. This increase in wage payments was not borne equally by all stores or groups of stores. Unquestionably the increase in labor cost was due primarily to a rise in cost in the six department, dry-goods, and 5 and 10 cent stores of Portland, the group employing the largest number of people, and was emphasized by the big increase in the labor cost of the neighborhood stores. These rises in labor cost were offset somewhat by a decrease in labor cost of 3 mills and 9 mills, respectively, in Portland specialty and Salem stores. A study of the detailed table on page 55 will make plain that the cost of labor was kept within the limits named largely by money-saving adjustments in the female nonselling force and in the male selling force.

[1] Conditions peculiar to one firm's business rendered these months not comparable in the two years; the records for September in 1913 and 1914 were therefore substituted.

PORTLAND DEPARTMENT, DRY-GOODS, AND 5 AND 10 CENT STORES.

NUMBERS EMPLOYED BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

Department and dry-goods stores are very much alike in business organization and service required of employees. The 5 and 10 cent store differs in organization and service requirements not only from these stores but also from the specialty and neighborhood stores. In other words, the 5 and 10 cent store really presents a problem in itself in conducting an investigation into the effect of minimum-wage determinations. But to treat it separately was not possible in this study without thereby disclosing to the public the records of individual firms. Combining their records with the neighborhood or specialty stores, where comparatively few women are employed, would have unduly influenced the figures and concealed conditions prevailing in these establishments. It was necessary, therefore, to include them with the department and dry-goods stores where the numbers were too large to be submerged.

The records for three department stores, two dry-goods stores, and one 5 and 10 cent store were included in this group. The records of the numbers of women employed, the individual rates, hours worked, earnings, and sales were taken for March and April, 1913 and 1914.[1] For men only the numbers, the earnings, and the sales were taken in the same periods. Three of these stores pay their employees weekly or biweekly, the other three pay semimonthly. Data had to be taken for 48 days in the first case and 52 days in the other and had to be reduced to a common basis of a six-day week. Information concerning the age and experience of women employees was obtained from the stores' application blanks. Because some files were incomplete and some application blanks were not carefully filled out, there were a number of women whose age and experience were not obtainable from these records. Many of these were traced to their homes and the information obtained from them personally. Out of 1,632 employed in 1913 and 1,345 in 1914, the final number for whom age but not experience records was obtained was 121 in 1913 and 49 in 1914. The number about whom no definite information for either age or experience was forthcoming was reduced to 152 in 1913 and 59 in 1914.

In the six stores covered in the investigation 45 per cent of the women were employed in the selling departments. The demands upon the department and dry-goods store saleswomen—showing goods, suiting the taste and desires of customers, making sales checks,

[1] Conditions peculiar to one firm's business rendered these months not comparable in the two years; the records for September in 1913 and 1914 were therefore substituted.

caring for stock, and cleaning and arranging show cases—are well known to the public.

In some stores the goods sold and the money and sales checks are given to a woman called the "floor cashier," who wraps the bundles, inspects the checks for errors, and makes change by means of a cash register. In other stores bundles are wrapped by one woman and the money and the sales checks are sent through a tube to the "tube cashier," whose sole work consists in inspecting checks and in making change. These floor and tube cashiers, who are held responsible for the money that passes through their hands, constituted from 6 to 7 per cent of the force in the six stores. The women who only wrap the bundles, and the cash girls who carry goods to the cashiers, errand girls, girls who put the price tags on goods, and stock girls formed approximately 12 per cent of the store force. The work done by these girls requires the least skill of any work given to women in mercantile establishments. The alteration, millinery, corset, upholstery, and other workrooms gave employment to about 17 per cent of the women in 1913. Over 13 per cent of the women worked in the office, where the work varies from a simple listing of goods sold to responsible bookkeeping. Executive positions, such as buyers or department heads, were held by but a little over 1 per cent. The remainder of the store force—from 3 to 4 per cent—were engaged as janitresses, matrons, waitresses, detectives, or telephone operators.

In describing the work which women do in the six Portland stores the slightly different organization in the 5 and 10 cent stores should be noted. With the exception of some office help, they employed women whose duties involved giving whatever slight assistance a purchaser needed to buy wares on display, wrapping the bundles, and making the change on a cash register. These women are called saleswomen and are classed with saleswomen in this report, although the difference in the demands made upon them from those made on saleswomen in the typical department and dry-goods stores are important.

In Table 13, which follows, comparison is made of the actual numbers of women and girls employed in each occupation before and after the minimum-wage determinations and of the equivalent full-time workers classified according to age and experience. The per cent of increase or decrease in numbers after the determinations is also shown.

TABLE 13.—ACTUAL NUMBER OF WOMEN EMPLOYED AND THEIR EQUIVALENT IN OF MEN EMPLOYED BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS, FIED OCCUPATIONS, IN 6 PORTLAND DEPARTMENT, DRY-GOODS, AND 5 AND 10

Occupation.	Total employees.[1]			Total men.			Total women.		
	Before determinations.	After determinations.	Per cent increase (+) or decrease (−).	Before determinations.	After determinations.	Per cent increase (+) or decrease (−).	Before determinations.	After determinations.	Per cent increase (+) or decrease (−).
Sales force:									
Actual number	977	851	−12.9	239	217	− 9.2	738	634	−14.1
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	549	500	− 8.9
Workroom help:									
Actual number	314	204	−35.0	35	29	−17.1	279	175	−37.3
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	221	151	−31.7
Office help:									
Actual number	288	286	− .7	71	82	+15.5	217	204	− 6.0
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	182	177	− 2.7
Cash girls, bundle wrappers, errand girls, etc.:									
Actual number	286	237	−17.1	76	68	−10.5	210	169	−19.5
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	160	131	−18.1
Cashiers:									
Actual number	100	103	+ 3.0	.....	2	.....	100	101	+ 1.0
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	89	82	− 7.9
Buyers, department heads, and floorwalkers:									
Actual number	108	103	− 4.6	91	79	−13.2	17	24	+41.2
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	16	23	+43.8
Miscellaneous:									
Actual number	441	371	−15.9	367	325	−11.4	74	46	−37.8
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	52	36	−30.8
Total:									
Actual number	[4]2,511	[5]2,147	−14.5	879	802	− 8.8	[4]1,632	[5]1,345	−17.6
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	1,269	1,100	−13.3

[1] Not including extra male or female help whose identity from week to week could not be traced, such female help being equal to 3 women working full time; nor does it include 20 saleswomen whose regular employment began with the opening of a new department on the last day of the period covered in the investigation.

[2] While age and experience records could not be secured for these women—not one of whom was on the rolls for both years—information obtained from their fellow workers, their rates of pay, and the statements of employers that they had dismissed adult experienced women in certain unskilled occupations rather than pay the required $9.25, clearly indicates that in 1913 these women were adults and largely adult experienced women. The same sources of information clearly indicate that the girls for whom records could not be found in 1914 were minors, adult inexperienced and adult experienced. See text discussion, pp. 16 and 40.

[3] Less than one-half full-time worker.

FULL-TIME WORKERS CLASSIFIED BY AGE AND EXPERIENCE, AND ACTUAL NUMBER WITH PER CENT OF INCREASE OR DECREASE AFTER DETERMINATIONS, FOR SPECI-CENT STORES.

Classification of women employees.											
Girls under 18.			Adult inexperienced.			Adult experienced.			Adults, experience not definitely known.		Age and experience not definitely known.[2]	
Before determinations.	After determinations.	Per cent increase (+) or decrease (−).	Before determinations.	After determinations.	Per cent increase (+) or decrease (−).	Before determinations.	After determinations.	Per cent increase (+) or decrease (−).	Before determinations.	After determinations.	Before determinations.	After determinations.
16	15	− 6.3	76	63	−17.1	541	496	− 8.3	40	21	65	39
13	15	+ 15.4	47	50	+ 6.4	452	399	−11.7	22	9	15	27
2	1	− 50.0	17	5	−70.6	241	163	−32.4	19	6	.....	.....
2	1	− 50.0	14	4	−71.4	193	140	−27.5	12	6	.....	.....
30	24	− 20.0	25	26	+ 4.0	139	139	.....	10	11	13	4
26	18	− 30.8	21	22	+ 4.8	119	127	+ 6.7	8	9	8	1
73	78	+ 6.8	39	40	+ 2.6	36	39	+ 8.3	18	4	44	8
55	61	+ 10.9	32	33	+ 3.1	29	31	+ 6.9	14	3	30	3
14	39	+178.6	17	9	−47.1	39	45	+15.4	.....	.....	30	8
12	29	+141.7	16	5	−68.8	35	41	+17.1	.....	.....	26	7
.....	.....	.....	.....	.....	.....	17	24	+41.2	.....	.....	.....	.....
.....	.....	.....	.....	.....	.....	16	23	+43.8	.....	.....	.....	.....
1	1	.....	4	1	−75.0	35	37	+ 5.7	34	7	.....	.....
(3)	1	.....	2	1	−50.0	28	29	+ 3.6	22	5	.....	.....
[6] 135	[6] 157	+ 16.3	[6] 177	[7] 139	−21.5	[6] 1,047	[8] 941	−10.1	121	49	152	59
108	125	+ 15.7	132	115	−12.9	872	790	− 9.4	78	32	79	38

[4] 1 minor and 1 adult inexperienced and 1 adult experienced woman worked in 2 occupations.
[5] 1 minor and 5 adult inexperienced and 2 adult experienced women worked in 2 occupations.
[6] 1 worked in 2 occupations.
[7] 5 worked in 2 occupations.
[8] 2 worked in 2 occupations.

According to the above table, in these six department, dry-goods, and 5 and 10 cent stores a 14.5 per cent decrease occurred in the total number of men and women employees in the period covered in 1914, as compared with the same period in 1913. All occupations save the cashiers shared this decrease, although not equally. The workroom employees engaged in altering garments, making and trimming hats, or sewing pennants and upholstery goods sustained the largest decrease, namely, 35 per cent. This reduction in numbers was brought about by a falling off in the amount of altering ordered on ready-made garments. An agreement had been made in 1914 by the department and specialty stores to charge for alterations. The result was that many women purchasers of garments who used to have the necessary alterations made in the store did the work themselves in 1914. Among the bundle-wrapper and messenger group a 17 per cent decrease in numbers employed occurred. This, too, was occasioned largely by readjustments in some stores. Reorganization of the messenger service in 1914, where a lack of system had theretofore prevailed, necessarily resulted in a material reduction in the force of messengers. Doing away with the restaurant and soda fountain in one store in 1914 accounted for the decrease of the female labor force in the miscellaneous group. The numbers of men and women employed in selling were reduced approximately 13 per cent. The office force remained almost stationary, while the floor and tube cashiers increased very slightly.

These losses of employment occurred among men as well as among women. Salesmen decreased less rapidly than saleswomen, tailors less rapidly than tailoresses, boy messengers less rapidly than girl messengers. As long as men could not hold their own positions in these occupations, they could not have taken the places vacated by women to any extent. In the office only did the numbers of men increase while the numbers of women decreased. But Table 13 shows that the dismissed women were girls under 18 and subject only to the $6 a week determination. It is not probable that adult male labor was employed in occupations commanding such low rates. The secretaries in several stores confirmed this inference. Believing that the order for a 6 o'clock closing hour applied to all women employed in mercantile establishments,[1] they had replaced some competent women bookkeepers by male bookkeepers, so that the occasional nightwork required in obtaining balances might go on unhindered. Other experienced adult women were employed in less important office occupations, however, so that the number of experienced adult women in the office was the same in both years, even though the total number of women workers decreased. Evidently the increase in

[1] No decision as to whether this closing hour applies to store employees not engaged in selling had been rendered by the State attorney at this time.

men and the decrease in girls under 18 who had been receiving $6 or more in 1913 in the office can not be associated with the minimum-wage determinations. The women buyers and department heads appear to have increased at the expense of men buyers and department heads. The group of miscellaneous occupations is not comparable for men and women, as the largest group of men included here are employed as drivers, warehouse and stock men, elevator attendants, and in other occupations where no women are employed. On the whole, therefore, little displacement of women by men seems to have occurred in these six large stores.

The decrease measured in the foregoing paragraphs was the decrease in the numbers of men and women whose names appeared on the pay rolls during each period covered. These numbers do not accurately measure the real decrease in the amount of work unless the change in the regularity of employment is also known. Because the purpose of this study was to ascertain the changes, since the wage determinations, in women's status, the regularity of men's employment was not obtained. The nominal hours in five of these six establishments changed in 1914, thus making it impossible to obtain the relative regularity of employment merely by a comparison of the hours actually worked in each year. The method used to measure the difference in regularity in this study was to compare the number of women and girls who, if employed full time in each period, would have worked the same number of hours as was worked by the actual number of women and girls employed. Table 13 shows that the decrease in the number of possible full-time women in this group of stores was 13.3 per cent, as compared with a 17.6 per cent decrease in actual numbers. This decrease in full-time women in the six Portland stores almost exactly corresponds with the 13.2 per cent decrease in women's sales. Among the saleswomen the real decrease in employment was 8.9 per cent, a decrease considerably less than the decrease in their sales. Obviously the nonselling female force decreased much more rapidly. The foregoing paragraphs (p. 38) describing the readjustments in the alteration rooms, the messenger service, and the miscellaneous occupations, explain this result.

The Oregon Industrial Welfare Commission, in its wage determinations, classified female employees into girls under 18 years, adult inexperienced women 18 years of age and over with experience of not more than one year in an occupation, and adult experienced women 18 years of age and over with more than a year of experience in an occupation. Of the total number of female employees included in the investigation, 1,632 in 1913 and 1,345 in 1914, there remained 152 in 1913 and 59 in 1914, for whom, as has been stated, statistical information as to age and experience was unavailable. There was reasonably reliable information, however, as to the probable age and

experience of these women for whom actual records were not obtainable. None of these women was employed in both years. They were principally the 5 and 10 cent store saleswomen, bundle wrappers and cashiers, and unskilled office help. The employers asserted that experienced adult bundle wrappers and cashiers had been dismissed and girls under 18 put in their places. Women visited, who had been bundle wrappers and cashiers or 5 and 10 cent store saleswomen, said that many others like themselves had been dismissed because they were adults and experienced. And girls who had begun in these occupations since the wage determinations maintained that as minors they were filling the places vacated by experienced adult women. It would seem, therefore, that most of these women, whose age and experience were not definitely known, were experienced adults in 1913, and that the majority were girls under 18 in 1914. In the office the wage rates paid, together with the information given by women working there, would divide the women whose age and experience were not reported principally into inexperienced adults and experienced adults in each year. Roughly, therefore, this group, whose age and experience were not known, can be divided in 1913 into adults, both inexperienced and experienced, but with the experienced predominating; in 1914 into girls under 18, inexperienced adults, and experienced adults not receiving the legal minimum, but with the girls under 18 predominating.

In the group whose ages were definitely known, the girls under 18 increased in numbers. Obviously, accurate information as to the ages of those for whom definite age records were not available would have emphasized this increase. The minors increased largely because a preference for them was shown in the positions of bundle wrapper, messenger, and floor cashier,[1] a preference based on the managers' belief that such positions, in spite of the real responsibility which the last occupation requires, can not pay $9.25 a week. A girl entering at 16 need not be paid increased wages for two years; for every adult who is employed in these occupations the question of whether she is worth $9.25 as a bundle wrapper or a cashier, whether she can be employed as an apprentice elsewhere, or whether she is to be dismissed arises at least one year sooner. Naturally the circumstances favor the girl of 16.

Among those whose experience was definitely known, the inexperienced adult women were reduced 21.5 per cent in actual numbers, but only about 13 per cent in possible full-time numbers. To what extent these per cents would be changed by the numbers of inexperienced women and girls known to be among the group not reporting

[1] Because of the number whose age and experience records were not obtained for this occupation, this showing is blurred in Table 13. The text statement as to the occupation is based on the assertions of the employers who dismissed the women, of the girls dismissed, and of girls taking their places.

definitely on this question of experience in both years can not be measured. Undoubtedly besides suffering a reduction in numbers in the occupations in which the girls under 18 have gained, the inexperienced adults have been less desired in the workroom than before. In the selling department, however, in spite of the decrease in actual numbers, the equivalent full-time women employed were increased.

The experienced women employed in these six stores decreased 9.4 per cent in full-time numbers. The biggest reduction occurred in the workroom force (27.5 per cent) and for reasons explained on page 38.

As has been shown by the foregoing table, a decrease of 11.7 per cent occurred in the number of full-time, experienced, adult saleswomen. Table 14, which follows, shows what increases or decreases in numbers occurred in each of the various selling departments. The possible full-time experienced adults decreased in all selling departments save in muslin underwear, ribbons, and bargains. Their number decreased most heavily in the crockery and silverware, and the corsets departments.

TABLE 14.—ACTUAL NUMBER OF WOMEN AND GIRLS EMPLOYED AND THEIR EQUIV AND AFTER MINIMUM-WAGE DETERMINATIONS, WITH PER CENT OF INCREASE OR 6 PORTLAND DEPARTMENT, DRY-GOODS, AND 5 AND 10 CENT STORES.

[Percentages of increase or decrease were not computed for those under 18

Department.	Total women employed.		
	Before determinations.	After determinations.	Per cent increase (+) or decrease (−).
Cloak, suit, and waist:			
Actual number	75	80	+ 6.7
Equivalent full-time workers	59	60	+ 1.7
Jewelry, stationery, books, pictures, music, art needlework:			
Actual number	69	52	−24.6
Equivalent full-time workers	52	37	−28.8
Millinery:			
Actual number	59	60	+ 1.7
Equivalent full-time workers	46	47	+ 2.2
Muslin underwear:			
Actual number	51	41	−19.6
Equivalent full-time workers	37	32	−13.5
Laces, embroideries, and dress trimmings:			
Actual number	42	31	−26.2
Equivalent full-time workers	32	24	−25.0
Ribbons:			
Actual number	38	39	+ 2.6
Equivalent full-time workers	29	31	+ 6.9
Hosiery and knit underwear:			
Actual number	34	38	+11.8
Equivalent full-time workers	30	28	− 6.7
Notions:			
Actual number	33	27	−18.2
Equivalent full-time workers	26	25	− 3.8
Drugs, groceries, pastries, and candy:			
Actual number	32	27	−15.6
Equivalent full-time workers	26	23	−11.5
Yard goods:			
Actual number	31	30	− 3.2
Equivalent full-time workers	27	27	.....
Bargains:			
Actual number	29	30	− 3.4
Equivalent full-time workers	13	17	+30.8
Crockery, silverware, and statuary:			
Actual number	25	15	−40.0
Equivalent full-time workers	21	13	−38.1
Gloves:			
Actual number	22	23	+ 4.5
Equivalent full-time workers	19	17	−10.5
Corsets:			
Actual number	19	16	−15.8
Equivalent full-time workers	16	12	−25.0
Handkerchiefs, veilings, and patterns:			
Actual number	18	20	+11.1
Equivalent full-time workers	14	15	+ 7.1
Neckwear:			
Actual number	15	18	+20.0
Equivalent full-time workers	13	13	.....
Leather goods and shoes:			
Actual number	13	12	− 7.7
Equivalent full-time workers	12	12	.....
Miscellaneous [2]:			
Actual number	146	93	−36.3
Equivalent full-time workers	77	67	−13.0
Total:			
Actual number	[3] 738	[4] 634	−14.1
Equivalent full-time workers	549	500	− 8.9

[1] Less than one-half full-time worker.

[2] Includes men's furnishing goods, boys' clothing, infants' and children's wear, umbrellas, toys, cameras, phonographs, sewing machines, hair goods, furs, flags, and 5 and 10 cent departments.

[3] 11 women worked in 2 departments and 1 woman worked in 3 departments.

[4] 16 women worked in 2 departments and 1 woman worked in 3 departments, not including 20 saleswomen whose regular employment began with the opening of a new department on the last day of the period covered by the investigation.

ALENT IN FULL-TIME WORKERS, CLASSIFIED BY AGE AND EXPERIENCE, BEFORE DECREASE AFTER DETERMINATIONS, FOR SPECIFIED SELLING DEPARTMENTS IN

and for inexperienced adults because of the very small numbers involved.]

Classification of employees.										
Girls under 18.		Adult inexperienced.		Adult experienced.			Adults, experience not definitely known.		Age and experience not definitely known.	
Before determinations.	After determinations.	Before determinations.	After determinations.	Before determinations.	After determinations.	Per cent increase (+) or decrease (−).	Before determinations.	After determinations.	Before determinations.	After determinations.
.....	.....	1	7	71	73	+ 2.8	3	.....	.....	.....
.....	.....	(1)	4	57	56	− 1.8	2	.....	.....	.....
1	3	8	3	56	44	−21.4	4	2	.....	.....
(1)	2	5	2	45	31	−31.1	2	2	.....	.....
.....	.....	3	4	54	51	− 5.6	.....	2	2	3
.....	.....	1	3	44	40	− 9.1	.....	2	1	2
.....	.....	6	1	38	39	+ 2.6	7	1	.....	.....
.....	.....	4	1	29	30	+ 3.4	4	1	.....	.....
.....	.....	4	3	37	26	−29.7	1	2	.....	.....
.....	.....	2	3	29	20	−31.0	1	1	.....	.....
.....	1	10	6	27	32	+18.5	1	.....	.....	.....
.....	1	9	4	19	26	+36.8	1	.....	.....	.....
1	1	1	5	32	32	.....	.....	.....	.....	.....
1	(1)	1	4	28	24	−14.3	.....	.....	.....	.....
3	5	8	6	21	16	−23.8	.....	.....	1	.....
3	5	5	6	17	14	−17.6	.....	.....	1	.....
.....	1	2	1	29	21	−27.6	1	4	.....	.....
.....	1	1	1	24	18	−25.0	1	3	.....	.....
.....	.....	2	2	29	27	− 6.9	.....	1	.....	.....
.....	.....	1	2	26	24	− 7.7	.....	1	.....	.....
.....	.....	17	14	12	16	+33.3	.....	.....	.....	.....
.....	.....	7	7	6	10	+66.7	.....	.....	.....	.....
.....	.....	6	3	19	12	−36.8	.....	.....	.....	.....
.....	.....	4	3	17	10	−41.2	.....	.....	.....	.....
1	1	.....	1	20	21	+ 5.0	1	.....	.....	.....
1	(1)	.....	1	17	16	− 5.9	1	.....	.....	.....
2	1	.....	3	17	12	−29.4	.....	.....	.....	.....
2	1	.....	2	14	9	−35.7	.....	.....	.....	.....
.....	3	5	3	12	13	+ 8.3	1	1	.....	.....
.....	3	3	2	11	10	− 9.1	(1)	(1)	.....	.....
1	.....	1	2	13	15	+15.4	.....	1	.....	.....
1	.....	1	2	11	10	− 9.1	.....	1	.....	.....
.....	.....	.....	1	13	11	−15.4	.....	.....	.....	.....
.....	.....	.....	1	12	11	− 8.3	.....	.....	.....	.....
7	2	6	2	50	46	− 8.0	22	5	61	38
5	2	3	2	46	40	−13.0	10	3	13	20
16	[5] 15	[6] 76	[6] 63	[7] 541	[8] 496	− 8.3	41	19	64	41
13	15	47	50	452	399	−11.7	22	14	15	22

[5] 3 women worked in 2 departments.
[6] 4 women worked in 2 departments.
[7] 9 women worked in 2 departments.
[8] 11 women worked in 2 departments.

This table also indicates the selling departments in which apprentices (girls under 18 and inexperienced adults) receive their training. The proportion of apprentices in each department varied from none to 54 per cent of the full-time force in 1913 and from 3.1 per cent to 44 per cent in 1914, the 54 per cent being employed at bargain counters, the 44 per cent at the notion counter. Aside from the 5 and 10 cent stores, whose saleswomen are included under the miscellaneous group of saleswomen, the notions, the handkerchiefs and patterns, and the jewelry, stationery, etc., departments were the only places employing three or more full-time minors in either year. The inexperienced adult women were sprinkled thinly through almost all departments. They increased most (although nowhere more than four possible full-time women) in the cloaks and suits, the millinery, the hosiery and knit underwear, and the corsets, all high-grade departments where the number of possible full-time experienced workers have decreased. These inexperienced adult women have decreased in the art needlework, the muslin underwear, and the ribbon departments, the last two being departments in which the full-time experienced women have increased. These adjustments are only such as might be expected in the normal course of business management.

RATES OF PAY BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

How the rates of pay in the various occupations in the six Portland department, dry-goods, and 5 and 10 cent stores after the minimum-wage determinations compared with the rates existing before the determinations is shown in Table 15. The comparison is made with special reference to the legal minimum rates established in the determinations, namely, $6 for girls under 18 and inexperienced adult women of 18 and over and $9.25 for adult women with more than one year of experience in Portland and $8.25 in other parts of the State.

TABLE 15.—NUMBER AND PER CENT OF WOMEN AND GIRLS WHOSE WEEKLY RATES OF PAY BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS WERE UNDER, EQUAL TO, OR OVER THE MINIMUM RATES FIXED, FOR SPECIFIED OCCUPATIONS, AS SHOWN BY THE PAY ROLLS OF 6 PORTLAND DEPARTMENT, DRY-GOODS, AND 5 AND 10 CENT STORES.

[For girls under 18 and inexperienced adult women of 18 and over the minimum wage is $6; for adult women with more than one year of experience it is $9.25 in Portland.]

Occupation.	Women whose weekly rates of pay were within each classified amount.										Total number.
	Under $6		$6		Over $6 and under $9.23		$9.23 or $9.25		Over $9.25		
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	
Saleswomen:											
Before determinations	104	14.09	39	5.28	238	32.25	83	11.25	274	37.13	738
After determinations	1	.15	68	10.40	100	15.29	175	26.76	310	47.40	654
Workroom help:											
Before determinations	1	.36	9	3.22	60	21.51	32	11.47	177	63.44	279
After determinations	.....	.....	3	1.70	7	4.00	54	30.86	111	63.43	175
Office help:											
Before determinations	2	.92	38	17.51	73	33.64	15	6.91	89	41.02	217
After determinations	1	.49	32	15.69	37	18.14	51	25.00	83	40.68	204
Cash girls, bundle wrappers, errand girls, etc.:											
Before determinations	20	9.52	117	55.71	62	29.53	5	2.38	6	2.86	210
After determinations	.....	.....	119	70.42	26	15.38	22	13.02	2	1.18	169
Cashiers:											
Before determinations	3	3.00	44	44.00	36	36.00	7	7.00	10	10.00	100
After determinations	.....	.....	52	51.49	12	11.88	21	20.79	16	15.84	101
Buyers, heads of departments, and floorwalkers:											
Before determinations	.....	.....	.....	.....	.....	.....	.....	.....	17	100.00	17
After determinations	.....	.....	.....	.....	.....	.....	.....	.....	24	100.00	24
Miscellaneous:[1]											
Before determinations	13	17.57	3	4.05	29	39.19	5	6.76	24	32.43	74
After determinations	1	2.17	2	4.35	9	19.57	16	34.78	18	39.13	46
Total:											
Before determinations	[2] 142	8.70	250	15.32	[3] 496	30.39	147	9.01	597	36.58	[4]1,632
After determinations	3	.22	[5] 270	19.78	[2] 190	13.92	[2] 338	24.76	564	41.32	[6]1,365

[1] Includes detectives, advertising department, matron, nurses, janitresses, waitresses, etc.
[2] 1 woman worked in 2 occupations.
[3] 2 women worked in 2 occupations.
[4] 3 women worked in 2 occupations.
[5] 6 women worked in 2 occupations.
[6] 8 women worked in 2 occupations.

Before the minimum-wage determinations came into effect there were 142 women and girls in the six department, dry-goods, and 5 and 10 cent stores who were receiving rates of less than $6. Most of these were saleswomen in the 5 and 10 cent stores, or cash girls, bundle wrappers, and errand girls. With three exceptions, the $4 and $5 wages had disappeared in the second period studied, as a result of the minimum-wage determinations. In the selling department this has meant an increase of 29, or 74.4 per cent, in the number of women getting a $6 rate; among the bundle wrappers of 2, or 1.7 per cent; while among the cashiers, few of whom were getting less than $6 in 1913, an increase of 8, or 18.2 per cent. About a third of the women employed in selling, in the office, as bundle wrappers, and as cashiers received more than $6 in 1913, but not more than $9.23, the weekly equivalent of the $40 monthly rate. Eight dollars and eight cents per week had been a frequently occurring wage for experienced saleswomen and office help. Thirty dollars per month, or $6.92 per week, and $7.50 were sometimes paid to advanced bundle wrappers and cashiers. The order that took effect November 23, 1913, made it compulsory for all women 18 years and over with more than one year's experience in an occupation in Portland mercantile establishments to be paid $9.25 (a monthly rate of $40, or $9.23 per week, was accepted as complying with the determination). Women with a year's experience in one occupation could be shifted to a new occupation and retained there one year at any rate from $6 up. Some shifting of this kind was done; a few bundle wrappers and cashiers were put to listing or paging on books in the office, or became saleswomen. In spite of these changes and notwithstanding the fact that 81, or 8.5 per cent, of the experienced adult women were not receiving the legal minimum,[1] the numbers receiving $9.23 or $9.25 increased from 147 to 338, an increase of 130 per cent.

But how were the women who received more than $9.25 before the wage determinations affected? As a group they constituted a smaller number but a larger proportion of the total number of women in 1914 than in 1913—597 in 1913 and 564 in 1914, the per cents being approximately 37 and 41, respectively.

Table 16 shows weekly rates of pay before and after the minimum-wage determinations more in detail, giving the number receiving certain classified amounts, the per cent of increase or decrease in the number falling in each wage group, and the average rates of pay. The figures are by occupation, as in Table 15.

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[1] See Table 7, p. 22.

TABLE 16.—ACTUAL NUMBER OF WOMEN AND GIRLS RECEIVING CLASSIFIED WEEKLY PER CENT OF INCREASE OR DECREASE AFTER DETERMINATIONS, FOR SPECIFIED DRY GOODS, AND 5 AND 10 CENT STORES.

Occupation.	Women whose weekly rates of pay were within each classified amount.										
	Under $5	$5 to $5.99	$6	$6.01 to $6.99	$7 to $7.99	$8 to $8.49	$8.50 to $9.22	$9.23 and $9.25	$9.26 to $9.99	$10 to $10.49	$10.50 to $10.99
Saleswomen:											
Before determinations	64	40	39	26	24	145	43	83	6	47	17
After determinations.	1	.....	68	21	33	38	8	175	21	64	15
Increase (+) or decrease (−)—											
Number	− 63	− 40	+ 29	− 5	+ 9	− 107	− 35	+ 92	+ 15	+ 17	− 2
Per cent	− 98.4	−100.0	+74.4	− 19.2	+ 37.5	− 73.8	− 81.4	+110.8	+250.0	+ 36.2	− 11.8
Workroom help:											
Before determinations	.....	1	9	6	5	26	23	32	3	36	3
After determinations.	.....	.....	3	.....	.....	6	1	54	3	17	2
Increase (+) or decrease (−)—											
Number	.....	− 1	− 6	− 6	− 5	− 20	− 22	+ 22	.....	− 19	− 1
Per cent	.....	−100.0	−66.7	−100.0	−100.0	− 76.9	− 95.7	+ 68.8	.....	− 52.8	− 33.3
Office help:											
Before determinations	.....	2	38	21	7	35	10	15	3	15	3
After determinations.	1	.....	32	18	7	10	2	51	2	16	3
Increase (+) or decrease (−)—											
Number	+ 1	− 2	− 6	− 3	.....	− 25	− 8	+ 36	− 1	+ 1	.....
Per cent	.....	−100.0	−15.8	− 14.3	.....	− 71.4	− 80.0	+240.0	− 33.3	+ 6.7	.....
Cash girls, wrappers, errand girls, etc.:											
Before determinations	10	10	117	45	9	5	3	5	.....	.....	.....
After determinations.	.....	.....	119	12	9	4	1	22	.....	.....	.....
Increase (+) or decrease (−)—											
Number	− 10	− 10	+ 2	− 33	.....	− 1	− 2	+ 17	.....	.....	.....
Per cent	−100.0	−100.0	+ 1.7	− 73.3	.....	− 20.0	− 66.7	+340.0	.....	.....	.....
Cashiers:											
Before determinations	1	2	44	5	9	18	4	7	.....	1	.....
After determinations.	.....	.....	52	2	10	.....	.....	21	3	2	.....
Increase (+) or decrease (−)—											
Number	− 1	− 2	+ 8	− 3	+ 1	− 18	− 4	+ 14	+ 3	+ 1	.....
Per cent	−100.0	−100.0	+18.2	− 60.0	+ 11.1	−100.0	−100.0	+200.0	.....	+100.0	.....
Buyers, department heads:											
Before determinations	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
After determinations.	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Increase (+) or decrease (−)—											
Number	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Per cent	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Miscellaneous: [1]											
Before determinations	10	3	3	15	2	11	1	5	2	4	1
After determinations.	1	.....	2	.....	2	6	1	16	.....	5	.....
Increase (+) or decrease (−)—											
Number	− 9	− 3	− 1	− 15	.....	− 5	.....	+ 11	− 2	+ 1	− 1
Per cent	− 90.0	−100.0	−33.3	−100.0	.....	− 45.5	.....	+220.0	−100.0	+ 25.0	−100.0
Total:											
Before determinations	85	[2] 57	250	118	56	[3] 238	84	147	14	103	24
After determinations.	3	.....	[5] 270	[2] 52	61	64	13	[2] 338	29	104	20
Increase (+) or decrease (−)—											
Number	− 82	− 57	+ 20	− 66	+ 5	− 174	− 71	+ 191	+ 15	+ 1	− 4
Per cent	− 96.5	−100.0	+ 8.0	− 55.9	+ 8.9	− 73.1	− 84.5	+129.9	+107.1	+ 1.0	− 16.7

[1] Includes detectives, advertising department, matron, nurses, janitresses, waitresses, etc.
[2] 1 woman worked in 2 occupations.
[3] 2 women worked in 2 occupations.

RATES OF PAY BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS, WITH OCCUPATIONS, AS SHOWN BY THE PAY ROLLS OF 6 PORTLAND DEPARTMENT,

Women whose weekly rates of pay were within each classified amount.								Total number.	Average rate of pay.	Occupation.
$11 to $11.99	$12 to $12.99	$13 to $13.99	$14 to $14.99	$15 to $15.99	$16 to $17.99	$18 to $19.99	$20 and over.			
										Saleswomen:
47	36	24	9	32	28	11	17	738	$9.63	Before determinations.
56	45	20	6	27	27	14	15	654	$10.69	After determinations.
										Increase (+) or decrease (−)—
+ 9	+ 9	− 4	− 3	− 5	− 1	+ 3	− 2	− 84	+$1.06	Number.
+19.1	+ 25.0	− 16.7	− 33.3	− 15.6	− 3.6	+ 27.3	− 11.8	−11.48	+11.01	Per cent.
										Workroom help:
22	47	15	3	8	12	9	19	279	$11.68	Before determinations.
17	32	12	4	3	3	10	8	175	$10.25	After determinations.
										Increase (+) or decrease (−)—
− 5	− 15	− 3	+ 1	− 5	− 9	+ 1	− 11	− 104	−$1.43	Number.
−22.7	− 31.9	− 20.0	+ 33.3	− 62.5	−75.0	+ 11.1	− 57.9	− 37.3	−12.24	Per cent.
										Office help:
7	13	6	10	3	19	3	7	217	$10.22	Before determinations.
6	15	6	8	3	13	3	8	204	$10.39	After determinations.
										Increase (+) or decrease (−)—
− 1	+ 2	.....	− 2	.....	− 6	.....	+ 1	− 13	+$0.17	Number.
−14.3	+ 15.4	.....	− 20.0	.....	−31.6	.....	+ 14.3	− 6.0	+ 1.66	Per cent.
										Cash girls, wrappers, errand girls, etc.:
4	1	.....	.....	1	.....	.....	.....	210	$6.48	Before determinations.
2	.....	.....	.....	.....	.....	.....	.....	169	$6.68	After determinations.
										Increase (+) or decrease (−)—
− 2	− 1	.....	.....	− 1	.....	.....	.....	− 41	+$0.20	Number.
−50.0	−100.0	.....	.....	−100.0	.....	.....	.....	− 19.5	+ 3.09	Per cent.
										Cashiers:
3	5	.....	.....	.....	.....	.....	1	100	$7.55	Before determinations.
5	3	1	.....	.....	1	.....	1	101	$7.86	After determinations.
										Increase (+) or decrease (−)—
+ 2	− 2	+ 1	.....	.....	+ 1	.....	.....	+ 1	+$0.31	Number.
+66.7	− 40.0	.....	.....	.....	.....	.....	.....	+ 1.0	+ 4.10	Per cent.
										Buyers, department heads:
.....	.....	1	.....	4	3	2	7	17	$28.23	Before determinations.
.....	.....	.....	.....	2	3	6	13	24	$29.16	After determinations.
										Increase (+) or decrease (−)—
.....	.....	− 1	.....	− 2	.....	+ 4	+ 6	+ 7	+$0.93	Number.
.....	.....	−100.0	.....	− 50.0	.....	+200.0	+ 85.7	+ 41.2	+ 3.29	Per cent.
										Miscellaneous: [1]
4	3	.....	1	2	4	2	1	74	$8.85	Before determinations.
3	1	.....	.....	1	4	.....	4	46	$11.32	After determinations.
										Increase (+) or decrease (−)—
− 1	− 2	.....	− 1	− 1	.....	− 2	+ 3	− 28	+$2.47	Number.
−25.0	− 66.7	.....	−100.0	− 50.0	.....	−100.0	+300.0	− 37.8	+27.91	Per cent.
										Total:
87	105	46	23	50	66	27	52	[4] 1,632	$9.69	Before determinations.
89	96	39	18	36	51	33	49	[6] 1,365	$10.15	After determinations.
										Increase (+) or decrease (−)—
+ 2	− 9	− 7	− 5	− 14	− 15	+ 6	− 3	− 267	+$0.46	Number.
+ 2.3	− 8.6	− 15.2	− 21.7	− 28.0	−22.7	+ 22.2	− 5.8	− 16.4	+ 4.75	Per cent.

[4] 3 women worked in 2 occupations.
[5] 6 women worked in 2 occupations.
[6] 8 women worked in 2 occupations.

A detailed examination of the rates received, as shown in the above table, reveals not only that the proportion but the actual number getting over $9.25 but under $12 increased after the wage determinations, in spite of the 17.6 per cent decrease in the total female force.

The proportion of the total force getting $12 and over also increased, although the actual numbers decreased 12.7 per cent, or approximately five points less than the percentage of decrease in the total female force. As the biggest decrease in the latter group occurred among the high-salaried women in the alteration workroom, a branch of the department store but little affected by the minimum-wage determinations, this reduction may be directly associated with the lessened need for experienced fitters and sewers spoken of on page 38.

The average rates of pay increased in all departments save the workroom. Exclusive of the miscellaneous occupations, the greatest increase occurred among the saleswomen—a rise of $1.06. The bundle wrappers and messengers received an average increase of 20 cents, the cashiers 31 cents, while the office help gained an average of 17 cents in the rates of pay.

Table 17 indicates which of the selling departments were affected most by the minimum-wage rulings. Outside of the miscellaneous selling departments, where the saleswomen in the 5 and 10 cent stores are included, few saleswomen were paid less than $6 in 1913. An average rate of less than $9.25 per week was paid to girls employed at the bargain counters, in the notions, the handkerchiefs, veilings, and patterns, the neckwear, and the ribbon departments in the period studied in 1913. The jewelry, stationery, and art needlework, the laces, the crockery, and the leather-goods departments also had a number of experienced adult women getting less than $9.25 per week, although the average rate for all women in the several departments was in excess of this amount. The departments least affected were the cloak and suit, the millinery, the corsets, the gloves, and the yard goods departments. Average wage rates increased after the minimum-wage determinations went into effect in all selling departments save the yard goods, the drugs and groceries, the millinery, the hosiery and knit goods, and the corsets departments, where they decreased. The last three departments were the departments where the number of inexperienced adults had increased.

TABLE 17.—NUMBER AND PER CENT OF WOMEN AND GIRLS WHOSE WEEKLY RATES OF PAY BEFORE AND AFTER THE MINIMUM-WAGE DETERMINATIONS WERE UNDER, EQUAL TO, OR OVER THE MINIMUM RATES FIXED, FOR SPECIFIED SELLING DEPARTMENTS, AS SHOWN BY THE PAY ROLLS OF 6 PORTLAND DEPARTMENT, DRY-GOODS, AND 5 AND 10 CENT STORES.

[For girls under 18 and inexperienced adult women of 18 and over the minimum wage is $6; for adult women with more than 1 year of experience it is $9.25 in Portland.]

Selling departments.	Women whose weekly rates of pay were within each classified amount.										Total number.	Average rate of pay.
	Under $6		$6		Over $6 and under $9.23		$9.23 or $9.25		Over $9.25			
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.		
Cloak, suit, and waist:												
Before determinations..	.....	.....	1	1.3	10	13.3	6	8.0	58	77.3	75	$13.83
After determinations...	.....	.....	2	2.5	4	5.0	8	10.0	66	82.5	80	14.05
Jewelry, stationery, books, pictures, music, art needlework:												
Before determinations..	.....	.....	8	11.6	32	46.4	9	13.0	20	29.0	69	9.26
After determinations...	.....	.....	1	1.9	9	17.3	21	40.4	21	40.4	52	10.46
Millinery:												
Before determinations..	.....	.....	4	6.8	6	10.2	4	6.8	45	76.3	59	12.02
After determinations...	1	1.7	1	1.7	9	15.0	8	13.3	41	68.3	60	11.50
Muslin underwear:												
Before determinations..	1	2.0	3	5.9	17	33.3	10	19.6	20	39.2	51	9.64
After determinations...	.....	.....	1	2.4	1	2.4	13	31.7	26	63.4	41	10.41
Laces, embroideries, and trimmings:												
Before determinations..	.....	.....	3	7.1	20	47.6	2	4.8	17	40.5	42	9.67
After determinations...	.....	.....	2	6.5	4	12.9	8	25.8	17	54.8	31	10.84
Ribbons:												
Before determinations..	.....	.....	.....	.....	20	52.6	11	28.9	7	18.4	38	9.04
After determinations...	.....	.....	1	2.6	5	12.8	14	35.9	19	48.7	39	9.47
Hosiery and knit underwear:												
Before determinations..	2	5.9	.....	.....	9	26.5	9	26.5	14	41.2	34	9.86
After determinations...	.....	.....	3	7.9	5	13.2	10	26.3	20	52.6	38	9.93
Notions:												
Before determinations..	.....	.....	4	12.1	24	72.7	2	6.1	3	9.1	33	8.11
After determinations...	.....	.....	4	14.8	13	48.1	5	18.5	5	18.5	27	8.38
Drugs, groceries, and candy:												
Before determinations..	.....	.....	1	3.1	15	46.9	5	15.6	11	34.4	32	9.95
After determinations...	.....	.....	.....	.....	6	22.2	12	44.4	9	33.3	27	9.77
Yard goods:												
Before determinations..	.....	.....	.....	.....	11	35.5	3	9.7	17	54.8	31	11.90
After determinations...	.....	.....	.....	.....	11	22.0	22	44.0	17	34.0	50	10.86
Bargains:												
Before determinations..	.....	.....	5	17.2	22	75.9	1	3.4	1	3.4	29	7.55
After determinations...	.....	.....	8	26.7	7	23.3	9	30.0	6	20.0	30	8.23
Crockery, silverware, statuary:												
Before determinations..	.....	.....	3	12.0	13	52.0	1	4.0	8	32.0	25	9.29
After determinations...	.....	.....	2	13.3	3	20.0	3	20.0	7	46.7	15	10.61
Gloves:												
Before determinations..	.....	.....	1	4.5	5	22.7	4	18.2	12	54.5	22	10.93
After determinations...	.....	.....	3	13.0	.....	.....	4	17.4	16	69.6	23	11.00
Corsets:												
Before determinations..	.....	.....	2	10.5	1	5.3	2	10.5	14	73.7	19	13.73
After determinations...	.....	.....	.....	.....	4	25.0	2	12.5	10	62.5	16	11.59
Handkerchiefs, veilings, and patterns:												
Before determinations..	4	22.2	1	5.6	8	44.4	1	5.6	4	22.2	18	8.47
After determinations...	.....	.....	3	15.0	5	25.0	8	40.0	4	20.0	20	9.44
Neckwear:												
Before determinations..	1	6.7	.....	.....	9	60.0	3	20.0	2	13.3	15	8.75
After determinations...	.....	.....	.....	.....	5	27.8	6	33.3	7	38.9	18	9.82
Leather goods and shoes:												
Before determinations..	.....	.....	.....	.....	7	53.8	.....	.....	6	46.2	13	10.87
After determinations...	.....	.....	.....	.....	2	16.7	2	16.7	8	66.7	12	11.75
Miscellaneous:[1]												
Before determinations..	98	67.1	3	2.1	18	12.3	10	6.8	17	11.6	146	6.31
After determinations...	.....	.....	41	44.1	11	11.8	26	28.0	15	16.1	93	8.12
Total:												
Before determinations	[2]104	14.1	39	5.3	[3]238	32.2	83	11.2	[4]274	37.1	[5]738	9.63
After determinations.	1	.2	[6]68	10.4	[6]100	15.3	[7]175	26.8	[8]310	47.4	[9]654	10.69

[1] Includes men's furnishing goods, boys' clothing, infants' and children's wear, umbrellas, toys, cameras, phonographs, sewing machines, hair goods, furs, flags, and 5 and 10 cent departments.

[2] 1 woman worked in 3 departments.

[3] 9 women worked in 2 departments.

[4] 2 women worked in 2 departments.

[5] 11 women worked in 2 departments, and 1 woman worked in 3 departments.

[6] 4 women worked in 2 departments.

[7] 6 women worked in 2 departments.

[8] 2 women worked in 2 departments, and 1 woman worked in 3 departments.

[9] 16 women worked in 2 departments, and 1 woman worked in 3 departments.

AVERAGE WEEKLY EARNINGS BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

The average weekly earnings of all women in the six department, dry-goods, and 5 and 10 cent stores increased 10 per cent, or from $7.89 to $8.67 per week after the minimum-wage determinations, according to Table 18 below. This increase occurred almost entirely in the average weekly wages; the amount paid in premiums, commonly known as P. M.'s, averaged the same in both years, and the commission system, which had not been in use in 1913, netted the women on an average of less than 1 cent a week. This percentage of increase in earnings was approximately twice as great as the increase occurring in the rates of pay. Its relation to rates differed, however, in the several occupations. Among the saleswomen the average weekly earnings increased from $7.73 to $8.49, or 9.8 per cent; their rates had increased 11 per cent. In the workroom an 11 per cent increase occurred in the earnings. The numbers and the rates of pay had decreased in this department, but the women who were retained worked more steadily, and therefore earned more than in 1913. In the office and among the bundle-wrapper group the rise in earnings was greater than the rise in weekly rates of pay. For the cashiers, however, the weekly earnings decreased 1 per cent in spite of the 4 per cent increase in rates; this slight fall in earnings was accompanied by a 14 per cent decrease in hours, a decrease due partly to the shortening of the normal hours and partly to the decreased regularity of employment.

TABLE 18.—AVERAGE WEEKLY EARNINGS AND HOURS OF LABOR OF WOMEN AND GIRLS BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS, WITH PER CENT OF INCREASE OR DECREASE AFTER DETERMINATIONS, FOR SPECIFIED OCCUPATIONS, AS SHOWN BY THE PAY ROLLS OF 6 PORTLAND DEPARTMENT, DRY-GOODS, AND 5 AND 10 CENT STORES.

Occupation.	Number of women.	Average weekly wages.	Average weekly P. M.'s.	Average weekly commissions.	Total average weekly earnings.	Average weekly hours.
Saleswomen:						
Before minimum-wage determinations	738	$7.68	$0.05	.....	$7.73	38.19
After minimum-wage determinations	[1] 634	$8.44	$0.04	$0.01	$8.49	38.88
Per cent increase (+) or decrease (−)	.....	+ 9.9	.....	.....	+ 9.8	+ 1.8
Workroom help:						
Before minimum-wage determinations	279	$9.18	.....	.....	$9.18	39.92
After minimum-wage determinations	175	$10.20	.....	.....	$10.20	42.43
Per cent increase (+) or decrease (−)	.....	+11.1	.....	.....	+11.1	+ 6.3
Office help:						
Before minimum-wage determinations	217	$8.77	([2])	.....	$8.77	43.36
After minimum-wage determinations	204	$9.18	([2])	.....	$9.18	42.78
Per cent increase (+) or decrease (−)	.....	+ 4.7	.....	.....	+ 4.7	− 1.3
Cash girls, wrappers, errand girls, etc.:						
Before minimum-wage determinations	210	$4.93	([2])	.....	$4.93	37.09
After minimum-wage determinations	169	$5.20	([2])	.....	$5.20	38.31
Per cent increase (+) or decrease (−)	.....	+ 5.5	.....	.....	+ 5.5	+ 3.3
Cashiers:						
Before minimum-wage determinations	100	$6.68	$0.01	.....	$6.69	46.69
After minimum-wage determinations	101	$6.61	$0.01	.....	$6.62	40.06
Per cent increase (+) or decrease (−)	.....	− 1.0	.....	.....	− 1.0	−14.2
Buyers, department heads, floorwalkers:						
Before minimum-wage determinations	17	$28.01	.....	.....	$28.01	47.29
After minimum-wage determinations	24	$27.23	.....	.....	$27.23	47.86
Per cent increase (+) or decrease (−)	.....	− 2.8	.....	.....	− 2.8	+ 1.2
Miscellaneous: [3]						
Before minimum-wage determinations	74	$7.02	.....	.....	$7.02	35.32
After minimum-wage determinations	46	$9.25	.....	.....	$9.25	38.88
Per cent increase (+) or decrease (−)	.....	+31.8	.....	.....	+31.8	+10.1
Total:						
Before minimum-wage determinations	[4] 1,632	$7.87	$0.02	.....	$7.89	39.59
After minimum-wage determinations	[5] 1,345	$8.65	$0.02	([2])	$8.67	40.34
Per cent increase (+) or decrease (−)	.....	+ 9.9	.....	.....	+10.0	+ 1.9

[1] Not including 20 saleswomen whose regular employment began with the opening of a new department on the last day of the period covered by the investigation.
[2] Less than one-half cent.
[3] Includes detectives, advertising department, matron, nurses, janitresses, waitresses, etc.
[4] 3 women worked in 2 occupations.
[5] 8 women worked in 2 occupations. Not including 20 saleswomen whose regular employment began with the opening of a new department on the last day of the period covered by the investigation.

The relative difference between the earnings and the rates of pay in the six Portland stores under discussion was greatest among the group of cash girls, wrappers, etc., in both periods studied. The disparity for the saleswomen was a heavy one in both years, approximating 20 per cent. What had amounted to a 21 per cent difference between rates and earnings for the workroom help in 1913 resolved itself into an almost negligible difference in 1914; the average rate in 1914 was $10.25, the average earnings were $10.20. Among the office help and cashiers the disparity in rates and earnings varied from 11 to about 16 per cent in both periods. How much of this difference between rates and earnings is due to the women who entered an establishment during the two months for which records were taken having been employed in other stores before or not employed at all, and how much is due to time lost from industrial or

personal reasons, are not definitely known. In a period of depression, where the policy, as has been seen, was to reduce the force, a material number of new employees would not be taken on. This inference is confirmed by an inspection of pay rolls covering 705 women and giving information on this subject. Of the 344 who had some unemployment during the period covered in 1914, 249, or 72.4 per cent, were definitely known to have been absent, losing an average of $7\frac{3}{8}$ days. The scattered days—averaging $6\frac{1}{2}$ days—lost by 80, or 23.3 per cent, would strongly point to the same cause, although definite information concerning their absence was not obtained. In any case the amount of time lost was less than that lost by women known to be absent, and if the 80 were excluded, average hours of the remaining 625 would be raised slightly more than 1 per cent. Only 15, or 4.3 per cent, may have been taken on for the first time in the last half of the pay-roll period, as no information as to the cause of their nonappearance in the first half of the period was available. The 95 women concerning whose absences there is no definite information affect the average hours of the 705 by just 3 per cent.

LABOR COST BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

If the same women who were employed in the period studied in 1913 had been retained in 1914, and if these women had worked full time, the minimum-wage determinations would have increased the female pay roll of these six stores by approximately 4 per cent. Regardless of minimum-wage determinations, a pay roll in a large establishment does not remain the same from year to year; the labor force fluctuates with business conditions and is further affected by influences operating among individual employees. The periods studied in Portland were no exception to the rule. As has been shown, the force of women employees was materially lessened in 1914, the proportion of minors, inexperienced adult, and experienced adult women was changed and the work was not steady. It is not, therefore, possible to measure the extent to which the increase in wage rates enforced by the minimum-wage determinations, entirely apart from other causes, affected the labor cost.

A comparison of the actual amount of the average weekly sales and of the average weekly wage payments before and after the minimum-wage determinations, covering both the selling and nonselling forces of the six Portland department, dry-goods, and 5 and 10 cent stores, is made in Table 19, which follows.

TABLE 19.—PER CENT WHICH AVERAGE WEEKLY WAGE PAYMENTS TO SELLING AND TO NONSELLING FORCES WERE OF AVERAGE WEEKLY SALES BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS IN 6 PORTLAND DEPARTMENT, DRY-GOODS, AND 5 AND 10 CENT STORES.

[In each case the sales and wage payments are shown to the nearest dollar, and for this reason the totals are not always exactly equal to the sum of the items.]

Occupation.	Females.				Males.			Total.		
	Average weekly wage payments.	Average weekly sales.	Per cent wage pay-m'ts are of sales.	Average weekly hours of labor.	Average weekly wage payments.	Average weekly sales.	Per cent wage pay-m'ts are of sales.	Average weekly wage payments.	Average weekly sales.	Per cent wage pay-m'ts are of sales.
Selling:										
Before determinations	[1] $5,712	[2] $107,251	5.33	28,184	$3,330	$68,088	4.89	$9,042	$175,339	5.16
After determinations.	[1] $5,413	[2] $93,077	5.82	24,650	$2,968	$65,279	4.55	$8,380	$158,356	5.29
Per cent increase (+) or decrease (−).....	−5.3	−13.2	.....	−12.5	−10.9	−4.1	.....	−7.3	−9.7	.....
Nonselling:										
Before determinations	$7,165	.....	.....	36,427	[1] $10,958	.....	.....	$18,123	.....	.....
After determinations.	$6,285	.....	.....	29,607	[1] $10,556	.....	.....	$16,841	.....	.....
Per cent increase (+) or decrease (−).....	−12.3	.....	.....	−18.7	−3.7	.....	.....	−7.1	.....	.....
Total:										
Before determinations.....	[1] $12,878	[2] $107,251	12.01	64,611	[1] $14,288	[2] $68,088	20.98	[1] $27,165	[2] $175,339	15.49
After determinations.....	[1] $11,698	[2] $93,077	12.57	54,257	[1] $13,524	[2] $65,279	20.72	[1] $25,221	[2] $158,356	15.92
Per cent increase (+) or decrease (−).....	−9.2	−13.2	.....	−16.0	−5.3	−4.1	.....	−7.2	−9.7	.....

[1] Includes wage payments for extra help. [2] Includes sales made by extra help.

What really happened, as shown in the above table, was that instead of increasing, the wage payments to both selling and nonselling women combined decreased 9.2 per cent. This decrease in wage expenditures was not equal to the decrease in sales made by women, the result being that their average weekly wage payments per dollar of sales after the determinations amounted to 12.57 cents, as compared with 12.01 cents before the determinations, an increase of 5.6 mills. As a saving was was made in the male-labor cost, the net increase on a dollar of sales for all employees was 4.3 mills.

Among women the largest saving of wages was effected in the nonselling force. The wage payments to saleswomen decreased 5.3 per cent, to nonselling women 12.3 per cent. The hours of labor of females decreased by 12.5 per cent in the first and by 18.7 per cent in the second group. Among men the reverse was true. The wage payments to salesmen decreased 10.9 per cent, while that to the nonselling force decreased but 3.7 per cent.

Considering only the selling department, the female selling cost was 5.33 per cent, the male 4.89 per cent in 1913. One increased to 5.82 per cent while the other decreased to 4.55 per cent in 1914. In other words, the female selling cost increased 4.9 mills per dollar of sales while the male selling cost decreased 3.4 mills per dollar of

sales. The increase in total selling cost was 1.3 mills per dollar of sales. As the largest amount of wages was paid to the nonselling male and female force, the rise in their labor cost brought about the net increase in total labor cost of 4 mills on every dollar of sales. As has been said, it is impossible to state how much of this was due to the minimum-wage determinations in periods in which the numbers, the identity of the force, and their hours of service changed.

SUMMARY OF CHANGES.

The total number of possible full-time workers in these six Portland stores suffered a 13.3 per cent decrease, a reduction closely corresponding to the 13.2 per cent decrease in sales made by women. A loss of about 9 per cent in number of full-time workers was sustained by saleswomen, 8 per cent by cashiers, 3 per cent by the office force, 32 per cent by the workroom help, 18 per cent by the bundle wrappers, and 31 per cent by those in the miscellaneous group. The reductions in the last three groups were intimately connected with the changes in business conditions. Men have not taken women's places. Girls under 18 years increased in numbers, but only in the unskilled occupations. The number of inexperienced adult women decreased in the cashier, workroom, and miscellaneous occupations. Although they decreased in actual numbers in the selling departments, the full-time workers increased, and increased most rapidly in the departments where experienced adult women decreased.

The legal minimum of $6 fixed for girls under 18 years and for inexperienced adults affected the 5 and 10 cent store saleswomen and the bundle-wrapper and messenger group to the largest extent. The $9.25 rate for experienced adult women affected the largest number of women in the selling departments in the other stores. The minimum rate of pay for the experienced adult workers was raised in all occupations. The per cent of the force receiving $12 and over increased after the wage determinations. The average rate of pay was increased in all departments save the workroom.

Average weekly earnings increased 10 per cent for the total number of women employed in 1914. This increase occurred in all occupations save among the cashiers and department heads. The average earnings were nearer the average rates of pay in 1914 than 1913, although they fell materially below the rates in that year in each occupation save the workroom and among department heads.

The net increase in total labor cost was 4.3 mills per dollar of sales, a saving in the male labor force offsetting to some extent the increase per dollar of sales in the female-labor cost.

PORTLAND SPECIALTY STORES.

NUMBERS EMPLOYED BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

Records for 11 down-town stores selling particular lines of women's wearing apparel, such as cloaks and suits, waists and neckwear, and gloves,[1] were taken for the months of March and April, 1913, and the same two months in 1914.

The actual number of women and girls employed in each occupation in these stores and their equivalent in full-time workers, classified by age and experience, before and after the minimum-wage determinations, with the per cent of increase or decrease after the determinations, is shown in the following table:

TABLE 20.—ACTUAL NUMBER OF WOMEN AND GIRLS EMPLOYED AND THEIR EQUIVALENT IN FULL-TIME WORKERS, CLASSIFIED BY AGE AND EXPERIENCE, BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS, WITH PER CENT OF INCREASE OR DECREASE AFTER DETERMINATIONS, FOR SPECIFIED OCCUPATIONS IN 11 PORTLAND SPECIALTY STORES.

Classification of employees.	Saleswomen		Workroom help.		Office help.		Cashiers, cash girls, wrappers, errand girls, etc.		Buyers, department heads, floorwalkers, etc.		Total.	
	Actual number.	Equivalent full-time workers.	Actual number.	Equivalent full-time workers.	Actual number.	Equivalent full-time workers.	Actual number.	Equivalent full-time workers.	Actual number.	Equivalent full-time workers.	Actual number.	Equivalent full-time workers.
Females:												
Girls under 18—												
Before determinations	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
After determinations	1	(2)	2	2	.....	.....	.....	.....	.....	.....	3	2
Adult, inexperienced—												
Before determinations	.....	.....	1	1	.....	.....	1	1	.....	.....	2	2
After determinations	2	1	1	1	.....	.....	1	1	.....	.....	4	3
Adult, experienced—												
Before determinations	54	45	95	65	12	11	4	4	.....	.....	165	125
After determinations	73	55	82	62	14	12	7	5	.....	.....	[3] 174	134
Per cent increase (+) or decrease (−)	+35.2	+22.2	−13.7	−4.6	+16.7	+9.1	+75.0	+25.0	.....	.....	+5.5	+7.2
Total females:												
Before determinations	54	45	96	66	12	11	5	5	.....	.....	167	127
After determinations	76	56	85	65	14	12	8	6	.....	.....	[3] 181	139
Per cent increase (+) or decrease (−)	+40.7	+24.4	−11.5	−1.5	+16.7	+9.1	+60.0	+20.0	.....	.....	+8.4	+9.4
Total males:												
Before determinations	15	.....	5	.....	9	.....	.....	.....	13	.....	42	.....
After determinations	16	.....	3	.....	7	.....	1	.....	22	.....	49	.....
Total employees:												
Before determinations	69	.....	101	.....	21	.....	5	.....	13	.....	209	.....
After determinations	92	.....	88	.....	21	.....	9	.....	22	.....	[3] 230	.....
Per cent increase (+) or decrease (−)	+33.3	.....	−12.9	.....	.....	.....	+80.0	.....	+69.2	.....	+10.0	.....

[1] Stores selling millinery only were not included; the special preapprenticeship ruling for millinery apprentices would have blurred the effect of the $6-rate determinations for all other apprentices. See p. 108.

[2] Less than one-half full-time worker.

[3] 2 women worked in 2 departments.

These stores employed 167 women and girls in the first period and 181 women and girls in the second period, an increase accompanying a 15 per cent increase in sales made by women in this period. Over a third of the women were employed in selling and about one-half in altering garments and trimming hats. This increase in numbers was reflected in all departments save in the workroom. Here the charge for alterations instituted in 1914 in some stores caused an 11.5 per cent reduction in the actual number of women, a decrease amounting only to 1.5 per cent in the number of full-time workers. In 1913 the demands for altering were such that the regular force could not do the work, so extra women were called in for short periods from time to time. The work which 96 women were employed to do would have employed 66 full-time workers. In March and April, 1914, 85 were employed to do work that 65 full-time workers could have done. In the selling departments where an increase in numbers occurred in 1914, the reverse was true; that is, the work was more regular for the saleswomen in 1913 than for the increased numbers in 1914.

RATES OF PAY BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

With two exceptions, all women employed in the spring of 1913 were experienced workers. After the minimum-wage determinations three minors and four adult apprentices were employed. Because of this increase in the minors and apprentices the numbers getting $6 increased in 1914, as shown in Table 21. There were 20 experienced adult women receiving less than $9.25 before the minimum-wage determinations. The total weekly pay rolls had to be increased $7.75 to raise these women to the minimum prescribed by the commission. After the determinations there were still 17 experienced adult and 3 inexperienced adult women getting more than $6 but less than $9.25. Eight of these experienced women were receiving a flat rate of $8 per week with a 2 per cent commission on all sales, a commission netting earnings in excess of the minimum wage for such as worked full time. Whether such an arrangement is in accordance with the time-rate ruling of $9.25 per week remains to be determined. The nine other cases of unquestionable violations occurred in the workrooms and among the bundle wrappers, where new but experienced women were employed at $8 and $9 per week. A larger per cent received $9.25 after than before the minimum-wage determinations. The per cent of the force receiving more than $9.25 decreased. This decrease was not due to a cutting of wage rates of old employees—in a number of cases their rates advanced—but to the increase in numbers getting exactly $9.25 per week, a rate which it should be observed is considerably below the average rate received before the determinations. The average rate for all employees fell

57 cents, or from $12.68 to $12.11 per week. This decrease occurred in the comparatively high paid occupations. The cashiers and bundle wrappers gained an increase in wage rates.

TABLE 21.—NUMBER AND PER CENT OF WOMEN AND GIRLS WHOSE WEEKLY RATES OF PAY BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS WERE UNDER, EQUAL TO, OR OVER THE MINIMUM RATES FIXED, FOR SPECIFIED OCCUPATIONS, AS SHOWN BY THE PAY ROLLS OF 11 PORTLAND SPECIALTY STORES.

[For girls under 18 and inexperienced adult women of 18 and over the minimum wage is $6; for adult women with more than 1 year of experience it is $9.25 in Portland and $8.25 in other parts of the State.]

Occupation.	Women whose weekly rates of pay were within each classified amount.								Total number.	Average rate of pay per week.
	$6		Over $6 and under $9.23		$9.23 or $9.25		Over $9.25			
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.		
Saleswomen:										
Before determinations	.....	.....	10	18.5	1	1.9	43	79.6	54	$13.70
After determinations	1	1.3	11	14.5	13	17.1	51	67.1	76	12.46
Workroom help:										
Before determinations	.....	.....	11	11.5	.....	.....	85	88.5	96	12.05
After determinations	2	2.4	8	9.4	3	3.5	72	84.7	85	11.61
Office help:										
Before determinations	.....	.....	.....	.....	1	8.3	11	91.7	12	14.61
After determinations	.....	.....	.....	.....	1	7.1	13	92 9	14	14.44
Cash girls, bundle wrappers, errand girls, etc.:										
Before determinations	1	33.3	.....	.....	2	66.7	.....	.....	3	8.15
After determinations	1	25.0	1	25.0	1	25.0	1	25.0	4	8.47
Cashiers:										
Before determinations	.....	.....	.....	.....	1	50.0	1	50.0	2	9.62
After determinations	.....	.....	.....	.....	1	25.0	3	75.0	4	9.91
Total:										
Before determinations	1	.6	21	12.6	5	3.0	140	83.8	167	12.68
After determinations	4	2.2	20	11.0	[1]18	9.9	[1]139	76.8	[2]181	12.11

[1] 1 woman worked in 2 occupations.

[2] 2 women worked in 2 occupations.

AVERAGE WEEKLY EARNINGS BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

The increase or decrease in average weekly earnings after the determinations differs somewhat from the increase or decrease in wage rates. Table 22, which follows, permits a comparison of the increases or decreases in weekly earnings and hours.

TABLE 22.—AVERAGE WEEKLY EARNINGS AND HOURS OF LABOR OF WOMEN AND GIRLS BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS, WITH PER CENT OF INCREASE OR DECREASE AFTER DETERMINATIONS, FOR SPECIFIED OCCUPATIONS, AS SHOWN BY THE PAY ROLLS OF 11 PORTLAND SPECIALTY STORES.

Occupation.	Number of women.	Average weekly wages.	Average weekly P. M.'s.	Average weekly commissions.	Total average weekly earnings.	Average weekly hours.
Saleswomen:						
Before determinations	54	$11.59	$0.336	$0.738	$12.66	44.52
After determinations	76	$9.82	$0.136	$0.566	$10.52	36.28
Per cent increase (+) or decrease (−)	.....	−15.3	−59.5	−23.3	−16.9	−18.5
Workroom help:						
Before determinations	96	$8.55	.....	.....	$8.55	37.01
After determinations	85	$9.16	.....	.....	$9.16	37.78
Per cent increase (+) or decrease (−)	.....	+7.1	.....	.....	+7.1	+2.1
Office help:						
Before determinations	12	$13.04	.....	.....	$13.04	48.00
After determinations	14	$12.09	.....	.....	$12.09	41.93
Per cent increase (+) or decrease (−)	.....	−7.3	.....	.....	−7.3	−12.6
Cash girls, wrappers, errand girls, etc.:						
Before determinations	3	$7.97	.....	.....	$7.97	54.12
After determinations	4	$8.10	.....	.....	$8.10	46.38
Per cent increase (+) or decrease (−)	.....	+1.6	.....	.....	+1.6	−14.3
Cashiers:						
Before determinations	2	$9.62	.....	.....	$9.62	53.25
After determinations	4	$5.80	.....	.....	$5.80	29.21
Per cent increase (+) or decrease (−)	.....	−39.7	.....	.....	−39.7	−45.1
Total:						
Before determinations	167	$9.85	$0.109	$0.239	$10.20	40.73
After determinations	[1] 181	$9.67	$0.057	$0.238	$9.96	37.89
Per cent increase (+) or decrease (−)	.....	−1.8	−47.7	−0.4	−2.4	−7.0

[1] 2 women worked in 2 departments at different periods.

The average weekly earnings fell off 2.4 per cent after the minimum-wage determinations. Approximately 2 per cent of the decrease occurred in the flat wages, the rest in the P. M.'s and commissions earned by saleswomen. Only in the workroom and for the bundle-wrapper group did the earnings per week increase. The average earnings of salespeople were almost $2 lower than their average rate in 1914; in the workrooms the difference was $3.50 in 1913 and $2.45 the next year. In the first occupation this difference was on a par with the difference for saleswomen in the six department, dry-goods, and 5 and 10 cent stores. For the workroom there is a greater difference than was seen in the large department stores. The 18 experienced women workers who received the minimum rate of $9.25 per week averaged but $5.70[1] in the two months studied in 1914.

The nominal hours in 1913 ranged from 48 to 56½ per week. All the specialty stores had kept open on Saturday evenings. In 1914

[1] See Table 10, p. 28.

most of the stores ran on a 48-hour schedule, although some reached the 50-hour limit. How markedly the actual hours worked differ from the nominal hours is seen in Table 22. The women employed in the workroom did not average 38 hours per week in either year. The hours for the saleswomen fell from 44½ to 36¼ per week, a decrease indicative of the decrease in regularity of employment.

Only about 12 per cent of the women employees in the specialty stores was affected by the minimum-wage determinations. Two stores ignored the determinations for experienced adult women; others increased slightly the minors and adult apprentices; still others adopted the legal minimum for experienced adults as the beginning rate for experienced women in their stores in place of the somewhat higher rate formerly paid. As a whole, therefore, the minimum-wage determinations have not benefited these women.

PORTLAND NEIGHBORHOOD STORES.

EMPLOYMENT OF WOMEN BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

The small stores situated in the residential districts are not important in the discussion of the effect of the minimum-wage determinations on woman's status, for all told they employ but a handful of women. From the viewpoint of the employers, however, they are important; the wage paid to the single woman employee is as important an item in the expenditures of each of these small merchants as the wages paid to 300 women are to a department-store proprietor.

Sixteen of these stores were therefore included in this survey.[1] They employed 34 women in 1913 and only 20 in 1914. Five stores no longer employed women in 1914. One employer said he had dismissed the woman employed because she was not worth the legal minimum; two others because it was illegal to employ a woman after 6 p. m., and two others because of the decrease in their business. The seven neighborhood stores reporting sales show a decrease of 48 per cent in 1914 in sales made by women and 18 per cent in sales made by men. Almost all the merchants visited believed a part, at least, of this decrease had been caused by their attempt to close at 6 p. m., in compliance with the 6 p. m. closing regulations for women. These neighborhood-store merchants maintain that they do the bulk of their business after the down-town stores are closed and that they need to employ their women after 6 p. m., although they are willing to comply with the 8 hours and 20 minutes a day regulation.

Had no women been dropped from the rolls in 1914 the neighborhood stores would have had to increase their weekly pay roll by $13.37,

[1] Nine stores, employing 11 women and 6 men in 1913 and 8 women and 4 men in 1914, did not report their sales for either period studied.

or about 4 per cent, to meet the minimum-wage regulations. As the employment in these stores is regular and no deductions are made for tardiness, this per cent would probably represent the possible increase in wage payments to women. The wage payments in the seven stores, however, decreased 43 per cent, making an increase in the cost of female labor of 8 mills per dollar of sales. That these stores were not employing the cheapest of female labor is evidenced by the fact that the average rate of pay was $9.54 in 1913 and $10.28 in 1914. In addition to the flat rate, commissions and P. M.'s were given in some stores, so that the earnings of the neighborhood-store women averaged $9.66 before and $10.31 after the minimum-wage determinations. Attention should be called to the fact that only in these stores, of all the groups studied, were the earnings in excess of the rates of pay.

SALEM STORES.

NUMBERS EMPLOYED BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

Until time should permit a study of the conditions surrounding retail-store employees in each city in Oregon, the industrial welfare commission made one set of wage determinations for all women and girls employed in mercantile establishments outside of Portland. For experienced women the determination was $8.25 per week, or $1 less per week than that for Portland. For girls under 18 and inexperienced adult women a single rate applied throughout the State, including Portland.

Salem, the second largest city in Oregon, with a population of approximately 14,000, was chosen as the place in which to study the effects of these State-wide determinations. All stores that had complete files, namely, three dry-goods, two specialty, and two 5 and 10 cent stores, were included. Records of the numbers of women employed, by age and experience, their rates, earnings, hours worked, and sales, together with the numbers of men and their earnings and sales, were obtained for March and April, 1913, and March and April, 1914.

The actual number of women employed in the seven Salem stores and their equivalent in full-time workers, classified by age and experience, before and after minimum-wage determinations, with the per cent of increase or decrease after the determinations, is shown in Table 23 below.

TABLE 23.—ACTUAL NUMBER OF WOMEN EMPLOYED AND THEIR EQUIVALENT IN FULL-TIME WORKERS, CLASSIFIED BY AGE AND EXPERIENCE, AND ACTUAL NUMBER OF MEN EMPLOYED BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS, WITH PER CENT OF INCREASE OR DECREASE AFTER DETERMINATIONS, FOR SPECIFIED OCCUPATIONS, IN 7 SALEM DRY-GOODS, SPECIALTY, AND 5 AND 10 CENT STORES.

Occupation.	Total employees.			Total men.			Total women.		
	Before determinations.	After determinations.	Per cent increase (+) or decrease (−).	Before determinations.	After determinations.	Per cent increase (+) or decrease (−).	Before determinations.	After determinations.	Per cent increase (+) or decrease (−).
Saleswomen:									
Actual number	92	98	+ 6.5	22	21	− 4.5	70	77	+10.0
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	62	67	+ 8.1
Workroom help:									
Actual number	17	10	−41.2	.....	.....	.....	17	10	−41.2
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	8	5	.....
Office help:									
Actual number	7	8	.....	1	2	.....	6	6	.....
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	6	6	.....
Cashiers, cash girls, bundle wrappers, etc.:									
Actual number	7	6	.....	3	3	.....	4	3	.....
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	4	3	.....
Buyers, floor-walkers, etc.:									
Actual number	8	8	.....	8	8	.....	.....	.....	.....
Total:									
Actual number	131	130	− .8	34	34	.....	97	96	− 1.0
Equivalent full-time workers	.....	.....	.....	.....	.....	.....	80	81	+ 1.3

Occupation.	Classification of women employees.						
	Minors.		Adult inexperienced.		Adult experienced.		
	Before determinations.	After determinations.	Before determinations.	After determinations.	Before determinations.	After determinations.	Per cent increase (+) or decrease (−).
Saleswomen:							
Actual number	5	3	7	14	58	60	+ 3.4
Equivalent full-time workers	4	2	6	11	52	54	+ 3.8
Workroom help:							
Actual number	.....	.....	.....	.....	17	10	−41.2
Equivalent full-time workers	.....	.....	.....	.....	8	5	.....
Office help:							
Actual number	1	.....	1	.....	4	6	.....
Equivalent full-time workers	1	.....	1	.....	4	6	.....
Cashiers, cash girls, bundle wrappers, etc.:							
Actual number	1	1	.....	.....	3	2	.....
Equivalent full-time workers	1	1	.....	.....	3	2	.....
Buyers, floor walkers, etc.:							
Actual number	.....	.....	.....	.....	.....	.....	.....
Total:							
Actual number	7	4	8	14	82	78	− 4.9
Equivalent full-time workers	6	3	7	11	67	67	.....

The seven Salem stores employed 97 women and 34 men before the wage determinations. More than 70 per cent of the women were engaged in the selling departments; the remainder were distributed among the workroom, office, cashier, and bundle-wrapper positions. The numbers employed were practically the same after these determinations.

The female force was made up of 82 experienced women, 7 girls under 18 and 8 inexperienced adult women prior to the determinations in 1913. The first two groups suffered a reduction in actual numbers, while the inexperienced adult women increased in 1914. The reduction in experienced adult women did not, however, change the numbers of days' work these women did, for there were the same number of possible full-time workers, 67, in each year.

RATES OF PAY BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

The actual number of women and girls receiving certain classified weekly rates of pay before and after minimum-wage determinations, with the per cent of increase or decrease in each wage class after the determinations, is shown by the pay rolls of seven Salem stores, as presented in Table 24 below.

Prior to the minimum-wage determinations there were eight women and girls in the Salem stores receiving less than $6. Nineteen were receiving between $6 and $8.25. The $8.25 rate per week, the rate later fixed as the minimum for experienced adults, did not appear on the pay rolls of Salem stores in 1913. Seventy-one per cent of the women were being paid at a rate in excess of $8.25 in that year. As there were no violations in the Salem stores studied in March and April, 1914, any wage rate less than $6 was swept away and all experienced women received $8.25 or more. The numbers at $6 naturally increased; seven experienced and two inexperienced women were paid on the $8.25 basis. The number and per cent receiving over $8.25 remained practically the same.

TABLE 24.—ACTUAL NUMBER OF WOMEN AND GIRLS RECEIVING CLASSIFIED WEEKLY RATES OF PAY BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS, WITH PER CENT OF INCREASE OR DECREASE AFTER DETERMINATIONS, FOR SPECIFIED OCCUPATIONS, AS SHOWN BY THE PAY ROLLS OF 7 SALEM DRY-GOODS, SPECIALTY, AND 5 AND 10 CENT STORES.

Occupation.	Women whose weekly rate of pay was within each classified amount.									Total number.	Average rate of pay.
	Under $6	$6	$6.01 to $8.24	$8.25	$8.26 to $8.99	$9 to $9.99	$10 to $10.99	$11 to $14.99	$15 and over.		
Saleswomen:											
Before determinations	8	1	16	.....	10	9	12	9	5	70	$9.26
After determinations	.....	11	6	8	12	13	13	7	7	77	$9.47
Number increase (+) or decrease (−)	−8	+10	−10	+8	+2	+4	+1	−2	+2	+7	+0.21
Workroom help:											
Before determinations	.....	.....	.....	.....	.....	15	.....	2	.....	17	$9.30
After determinations	.....	.....	.....	.....	.....	8	.....	2	.....	10	$9.51
Number increase (+) or decrease (−)	.....	.....	.....	.....	.....	−7	.....	.....	.....	−7	+0.21
Office help:											
Before determinations	.....	.....	2	.....	.....	4	.....	.....	.....	6	$8.50
After determinations	.....	.....	.....	1	.....	4	1	.....	.....	6	$9.24
Number increase (+) or decrease (−)	.....	.....	−2	+1	.....	.....	+1	.....	.....	.....	+0.74
Cashiers, cash girls, wrappers, etc.:											
Before determinations	.....	.....	1	.....	.....	2	.....	1	.....	4	$9.52
After determinations	.....	.....	.....	.....	1	1	.....	1	.....	3	$9.69
Number increase (+) or decrease (−)	.....	.....	−1	.....	+1	−1	.....	.....	.....	−1	+0.17
Total:											
Before determinations	8	1	19	.....	10	30	12	12	5	97	$9.23
After determinations	.....	11	6	9	13	26	14	10	7	96	$9.47
Number increase (+) or decrease (−)	−8	+10	−13	+9	+3	−4	+2	−2	+2	−1	+0.24
Per cent increase (+) or decrease (−)	−100	+1,000	−68.4	+100	+30	−13.3	+16.7	−16.7	+40	−1	+ 2.6

The average rate of pay for both saleswomen and workroom help was increased 21 cents, the office force received a 74 cent increase, and the cashiers, etc., received an increase of 17 cents, which raised the average for all employees from $9.23 to $9.47, or 24 cents per week. Table 24 shows that the largest group of employees in both years received from $9 to $11. It also indicates that a rise in rates occurred for some women receiving more than $8.25 per week.

AVERAGE WEEKLY EARNINGS BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

In Salem, as in Portland, the average weekly earnings during the two months studied were materially less than the average rates of pay in both years. This is shown in Table 25, which follows:

TABLE 25.—AVERAGE WEEKLY EARNINGS AND HOURS OF LABOR OF WOMEN AND GIRLS BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS, WITH PER CENT OF INCREASE OR DECREASE AFTER DETERMINATIONS, FOR SPECIFIED OCCUPATIONS, AS SHOWN BY THE PAY ROLLS OF 7 SALEM DRY-GOODS, SPECIALTY, AND 5 AND 10 CENT STORES.

Occupation.	Number of women.	Average weekly wages.	Average weekly commissions.[1]	Total average weekly earnings.	Average weekly hours.
Saleswomen:					
Before determinations	70	$8.29	$0.02	$8.31	46.12
After determinations	77	$8.39	$0.03	$8.42	42.96
Per cent increase (+) or decrease (−)	.....	+1.2	+50.0	+1.3	−6.9
Workroom help:					
Before determinations	17	$4.70	.....	$4.70	25.58
After determinations	10	$5.50	.....	$5.50	27.02
Per cent increase (+) or decrease (−)	.....	+17.0	.....	+17.0	+5.6
Office help:					
Before determinations	6	$8.18	.....	$8.18	52.65
After determinations	6	$8.72	.....	$8.72	49.16
Per cent increase (+) or decrease (−)	.....	+6.6	.....	+6.6	−6.6
Cashiers, cash girls, wrappers, errand girls, etc.:					
Before determinations	4	$8.15	.....	$8.15	43.38
After determinations	3	$9.69	.....	$9.69	48.50
Per cent increase (+) or decrease (−)	.....	+18.9	.....	+18.9	+11.8
Total:					
Before determinations	97	$7.65	$0.01	$7.66	42.81
After determinations	96	$8.15	$0.02	$8.17	41.86
Per cent increase (+) or decrease (−)	.....	+6.5	.....	+6.7	−2.2

[1] No P. M.'s received.

In 1913, Salem store women averaged $1.57 less in their earnings than in their rates of pay; in 1914 they earned $1.30 less per week than their average rate of pay. The greatest difference between earnings and rates of pay occurred among the workroom help. Before the minimum-wage determinations the $9.30 average rate brought in $4.70 in earnings; after the wage determinations with a rate averaging $9.51 the weekly earnings were $5.50. Table 25 shows that these women worked less than half-time in 1913 and only 55 per cent of full time in 1914. Their hours were only $25\frac{1}{2}$ and 27 per week in each year as compared with nominal hours of $51\frac{1}{2}$ and $48\frac{3}{4}$, respectively. The seven experienced girls who worked for the minimum rate of $8.25 each earned an average of $6.91 per week. Only two earned $8.25, or their full rate of pay.

LABOR COST BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.

The relation of the wage payments, to the selling and to the nonselling forces, to the amount of weekly sales before and after the minimum-wage determinations in the seven Salem stores is shown in Table 26. The table gives the percentage which the average weekly wage payments were of the average weekly sales before and after the determinations.

If the identity of the female force in Salem stores had not changed and all women and girls employed had worked full time, the weekly pay roll would have been increased $25.21 per week, or 2.8 per cent; $11.50 of this would have been due to the $6 ruling for girls under 18 and inexperienced adult women, $13.71 to the $8.25 ruling for experienced adult women. The actual wage payment to women increased in excess of this; that is, 5.6 per cent. The 15.1 per cent increase in sales made by women brought about a decrease in female labor cost of 1.2 cents per dollar of sales. An increase in the cost of male labor, however, made the decrease in total labor cost 9 mills per dollar of sales.

TABLE 26.—PER CENT WHICH AVERAGE WEEKLY WAGE PAYMENTS TO SELLING AND TO NONSELLING FORCES WERE OF AVERAGE WEEKLY SALES BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS IN 7 SALEM DRY-GOODS, SPECIALTY, AND 5 AND 10 CENT STORES.

[In each case the sales and wage payments are shown to the nearest dollar, and for this reason the totals are not always exactly equal to the sum of the items.]

Occupation.	Females.				Males.			Total.		
	Average weekly wage payments.	Average weekly sales.	Per cent wage payments are of sales.	Average weekly hours of labor.	Average weekly wage payments.	Average weekly sales.	Per cent wage payments are of sales.	Average weekly wage payments.	Average weekly sales.	Per cent wage payments are of sales.
Selling:										
Before determinations	$582	$5,439	10.70	3,228	$337	$1,978	17.03	$919	$7,417	12.39
After determinations	$649	$6,258	10.36	3,308	$302	$1,822	16.59	$951	$8,080	11.77
Per cent increase (+) or decrease (−)	+11.5	+15.1	.....	− 2.5	−10.2	− 7.9	.....	+ 3.5	+ 8.9	.....
Nonselling:										
Before determinations	$162	.....	.....	924	$158	.....	.....	$320	.....	.....
After determinations	$136	.....	.....	711	$192	.....	.....	$329	.....	.....
Per cent increase (+) or decrease (−)	−15.6	.....	.....	−23.1	+21.4	.....	.....	+ 2.8	.....	.....
Total:										
Before determinations	$743	$5,439	13.7	4,153	$495	$1,978	25.0	$1,238	$7,417	16.7
After determinations	$785	$6,258	12.5	4,019	$495	$1,822	27.1	$1,280	$8,080	15.8
Per cent increase (+) or decrease (−)	+ 5.6	+15.1	.....	− 3.2	− 0.1	− 7.9	.....	+ 3.3	+ 8.9	.....

CHANGES IN RATES OF PAY, OCCUPATION, AND PLACE OF EMPLOYMENT SINCE MINIMUM-WAGE DETERMINATIONS, AS REPORTED BY WOMEN PERSONALLY INTERVIEWED.

The belief was very prevalent among store women that the minimum wage had wrought only harm to them as a whole. The experienced women contended that formerly they had gotten through the day without any hurry or strain. If it was necessary to work a few minutes overtime, they did so willingly. Now, they said, they are under constant pressure from their supervisors to work harder; they are told the sales of their departments must increase to make up for the extra amount the firm must pay in wages. With business declining, this was hardly a possibility. The result was that the women were very worried and the worry was intensified in November, 1914—the month they were visited—because of the fear that large numbers would be dismissed after the Christmas rush was over and the dull days of January confronted the employers. These women did not ask themselves to what extent the same conditions would have prevailed in a poor business year had there been no wage regulation. They knew there were wage and hour regulations and that some women had been benefited, but if they had not personally benefited and had only experienced the pressure from above and the fear of the future, their anxiety found vent in heated denunciation of the minimum wage as the visible cause of their jeopardy. As expressed by one assistant department head: "It's mighty fine for the young girls beginning now, but for us, who have worked our way up from the bottom to near the top, to have to see that the wherewithal is made to pay the younger girls a living wage, is making us pay a heavy price for the benefit of the next generation."

To test the validity of this prevailing hostility by discovering what changes or losses in employment individuals had experienced since the determinations became effective, and the reasons for these changes, 443 women were personally visited. Most of these women were or had been employed in the department, dry-goods, and 5 and 10 cent stores, 57 of them having been employed during the year in the department store to whose records the Bureau was refused access. The numbers constitute nearly 27 per cent of the number of women employed during March and April, 1914, in the stores from which records were secured, and over 20 per cent of the number employed in the scheduled stores and in the store refusing records. The data secured from the women cover a later period than that represented by the store records heretofore discussed, because it was desirable to reduce to a minimum the errors resulting from defective memory. The women were questioned as to the changes in place of employment, occupation, rate of pay, earnings, and hours of

work which had taken place between September 1, 1913, a month before the first ruling took effect, and October 31, 1914, eight months after the last award was made. The personal data also include age and experience. The story told by the results is not a cross section of what happened among the store women, for in the attempt to visit women believed to have suffered from the wage determinations a larger number of low-paid women were interviewed than a strict representation of each group of occupations would have called for.

The number of women and girls in each occupation group in the stores scheduled and the number and per cent who were personally interviewed are shown in Table 27.

TABLE 27.—NUMBER AND PER CENT OF WOMEN AND GIRLS PERSONALLY INTERVIEWED AND FURNISHING INFORMATION IN REGARD TO AGE, EXPERIENCE, OCCUPATION, RATES OF PAY, ETC.

Occupation.	Number of women and girls in stores scheduled.	Women and girls personally interviewed.	
		Number.	Per cent of number in stores.
Portland:			
Saleswomen	727	223	30.67
Office help	221	61	27.60
Cashiers	105	52	49.52
Bundle wrappers, errand and stock girls	173	43	24.86
Workroom help	260	26	10.00
Miscellaneous, including buyers	70	.....	.....
Total	[1] 1,546	405	26.20
Salem	96	38	39.58
Grand total	[1] 1,642	443	26.98

[1] Include 10 women working in 2 or more departments.

Three hundred and seventy-eight of the 443 women and girls scheduled had been employed in Oregon both before and after the minimum-wage determinations. Sixty-five had not been working in the State before the rulings took effect: some had been working in stores in other States; some had been unemployed, and others were just beginning their industrial career. Thirty-five women giving information were not employed when visited.

For 99 women who had made some change in place of employment since the minimum-wage determinations came into effect, the reasons assigned for the changes, as stated by the women in personal interviews, are given in Table 28.

TABLE 28.—REASONS GIVEN FOR CHANGES IN PLACE OF EMPLOYMENT BY WOMEN AND GIRLS PERSONALLY INTERVIEWED, WHO HAD MADE SOME CHANGE SINCE THE MINIMUM-WAGE DETERMINATIONS CAME INTO EFFECT.

Changes in place of employment.	Women giving specified reasons for change.						
	Dismissed, apprenticeship year ended.	Disagreement with employer.[1]	Better paying position.	Laid off, business dull.[2]	Personal reasons.	Not reported.	Total.
Retail store to retail store	.....	8	7	14	17	2	48
Other employment to retail store	.....	2	4	3	2	3	14
Retail store to other employment	.....	2	1	2	5	.....	10
Retail store to unemployment	6	8	.....	4	15	.....	33
Total	6	20	12	23	39	5	[3] 105
Per cent	5.7	19.1	11.4	21.9	37.1	4.8	100.0

[1] Includes being dismissed or leaving voluntarily because of disagreements.
[2] Includes seasonal work.
[3] 6 women made 2 changes during period and gave different reasons for each change, and each change has been counted.

Of the women who had made changes the largest number had left their places of employment for purely personal reasons; the next largest group had been laid off because business had been dull. The six who had finished their apprenticeship period in their respective occupations declared their employers said they could not pay them $9.25 a week, and that unless they could obtain a permit to work for less their services could not be utilized. As these girls showed no signs of physical defects,[1] permits were not granted them by the industrial welfare commission and they had been unable to obtain any work up to the time they were visited. Probably this completed apprenticeship played some part in the dismissal of girls who had just reached the time when they should have received $9.25, but who were told they were laid off because business was dull. Some of the disagreements over wages which resulted in a girl's leaving were due to her inability to obtain the legal minimum in her old position. Undoubtedly, from the employers' statements and the confirmation of girls who were dismissed, there were more thrown out of employment because of the completion of their apprenticeship than the number shown.

Changes made in occupation have gained in importance since the minimum-wage determinations because experience in an occupation is one of the controlling factors in fixing the minimum rate to which an employee is legally entitled. If an adult woman has been a stock girl for one year, she must be paid $9.25 a week if

[1] At the time of this investigation permits to work for less than the minimum rate for experienced women in stores had been granted to 2 women not included in the number individually scheduled.

retained as a stock girl. If, however, she is put in the alteration workroom, she may be employed for any sum not less than $6 for another year. The law will permit her to make as many changes for as many years as there are occupations in the retail stores,[1] without making it necessary for her to receive the minimum wage for experienced adult women. Such frequent changes, however, would not be practicable. To what extent changes from occupation to occupation had been made since the minimum-wage determinations by women still employed in October, 1914, is shown in Table 29.

TABLE 29.—CHANGES IN OCCUPATION MADE SINCE THE MINIMUM-WAGE DETERMINATIONS CAME INTO EFFECT REPORTED BY THE PORTLAND WOMEN AND GIRLS PERSONALLY INTERVIEWED WHO WERE EMPLOYED IN OCTOBER, 1914.

Changes in occupation.	Number.	Per cent of total in present occupation.	Women employed in first occupation 1 year or more.		
			Number.	Number receiving increase in rate of pay after change.	Number receiving $9.23 or $9.25 per week after change.
Bundle wrapper, errand girl, or stock girl to—					
Saleswoman	11	5.2	9	6	1
Clerk	8	14.0	7	4	.....
Cashier	4	8.5	4	3	1
Cashier to—					
Saleswoman	6	2.8	5	5	1
Clerk	4	7.0	3	1	.....
Saleswoman to—					
Cashier	4	8.5	2	1	.....
Other occupations	7	.....	4	2	1
Other occupations to—					
Saleswoman	8	3.8	6	[1] 2	4
Cashier	5	10.6	3	2	.....
Other changes	9	.....	5	1	1
Total	[2] 66	16.7	48	27	[3] 9

[1] 2 others suffered a decrease.
[2] 3 women made 2 changes and each change has here been counted.
[3] Includes 2 women who received $9.23 or more prior to change in occupation.

According to this table one-sixth of the women scheduled who were employed in October, 1914, had suffered some change since the minimum-wage determinations came into effect. Of the 63, 48, or 76 per cent, had been employed in their former occupations for one year or more. With the change of occupation, more than half of the 48 received some increase in pay, but only 7 who had not been receiving $9.25 reached the $9.25 minimum. Twenty-one continued to work for the same rate of pay that they had received in their last occupations.

[1] The Oregon Industrial Welfare Commission has issued no order defining "occupations." The number of occupations in retail stores varies from one to over a dozen, depending upon the store organization.

As before stated, department-store men do not consider an ordinary bundle wrapper or a stock girl, whatever her experience, to be worth $9.25. To earn $9.25, in the judgment of the employer, she must be put at work requiring more skill. Twenty-three of the women making changes in occupation since the determinations had come from these less skilled occupations and gone into better positions. About a third began their new apprenticeship without a raise. Two-thirds got an increase in wage, two getting the minimum rate of $9.25. If the demands made upon the girl who runs errands or who only wraps bundles are so slight that adult women of normal development ought not to be so engaged, it is natural that these changes should be made. There are some women, however, who have an aversion for certain occupations and others who can not perform more skilled duties. The law will not permit a girl, unless defective, to stay in any occupation after she is 18 for more than one year at less than $9.25. The only basis used for determining her defectiveness is a physical one. Mental retardation occurring in apparently normal people is not taken into consideration. There probably were some women employed in Oregon stores not capable of doing more than errand-girl work. Under the present conditions they will not be retained more than their apprenticeship period.

To what extent women employed in stores have gone from one retail-store occupation to another is shown in Table 30. The table also shows the average years of experience in the present or last occupation and in other retail-store occupations:

TABLE 30.—AVERAGE YEARS OF EXPERIENCE IN PRESENT OCCUPATION AND IN OTHER RETAIL-STORE OCCUPATIONS OF WOMEN AND GIRLS PERSONALLY INTERVIEWED.

[In some cases persons have worked in more than 1 occupation before entering the present one, and so have been recorded in more than 1 column of the table. In such cases the total number reporting will not equal the sum of those having experience in 1 occupation only and those reported as having previous experience in 1 or more other occupations.]

Present occupation.	Experience as—										Number whose store experience was in 1 occupation only.	Total retail-store experience. reported.	
	Saleswoman.		Office help.		Cashier.		Bundle wrapper, etc.		Workroom help.				
	Number.	Average years of experience.	Number.	Average years of experience.	Number.	Average years of experience.	Number.	Average years of experience.	Number.	Average years of experience.		Number.	Average years of experience.
PORTLAND.													
Saleswomen	[1] 221	4.4	[2] 4	1.3	10	1.5	18	1.7	[2] 4	2.1	185	[1] 221	4.6
Office help	4	1.3	[3] 60	2.5	5	1.1	17	2.3	.....	.....	40	[3] 60	3.3
Cashiers	5	.9	4	.7	52	1.8	12	1.2	3	.7	30	52	2.3
Bundle wrappers, etc.	3	3.2	1	.1	1	1.7	43	1.2	.....	.....	38	43	1.2
Workroom help	[2] 4	3.4	.....	.....	.....	.....	3	1.8	26	6.6	19	26	7.5
Total	[4] 237	4.2	[5] 69	2.3	68	1.7	93	1.5	[2] 33	5.5	312	[4] 402	4.0
SALEM.													
Miscellaneous	[2] 31	4.1	3	.8	1	1.5	.....	.....	[2] 4	8.4	34	38	4.3
Grand total	[6] 268	4.2	[5] 72	2.3	69	1.7	93	1.5	[5] 37	5.8	346	[4] 440	4.0

[1] Not including 2 women having less than 1 year's experience but definite amount not specified.
[2] Not including 1 woman, experience not reported.
[3] Not including 1 woman having less than 1 year's experience but definite amount not specified.
[4] Not including 3 women, experience not reported.
[5] Not including 2 women, experience not reported.
[6] Not including 4 women, experience not reported.

Approximately 22 per cent of the 402 Portland women and 11 per cent of the 38 Salem women who reported their retail-store experience had been employed in more than one occupation. More than half of these 94 women had had some experience as bundle wrapper, stock, or errand girl; 17 and 18 per cent, respectively, had gone from cashier and selling work to other occupations, and less than 10 per cent had gone from the office or workroom to other occupations. Seventy-nine per cent of the women reporting had had experience in but one retail-store occupation. Obviously it has not been customary for a woman to work her way from one occupation to another. Where it has been done the girls have gone principally from bundle-wrapper occupations to selling, office, or cashier positions.

The women in the workroom have had the longest experience in their present occupations in the stores, the saleswomen the second longest. The girls in the bundle-wrapper positions averaged a little over a year of experience. Table 31 shows how the ages of the women in the several occupations differed.

TABLE 31.—CLASSIFIED AGES OF WOMEN PERSONALLY INTERVIEWED, BY OCCUPATIONS.

Occupation.	Women in each age group.						Total number reporting age.
	Under 18 years.	18 and under 20 years.	20 and under 22 years.	22 and under 25 years.	25 and under 30 years.	30 years and over.	
Portland:							
Saleswomen	9	32	32	36	49	64	222
Office help	6	17	16	14	6	2	61
Cashiers	11	19	18	3	1	.....	52
Bundle wrappers, errand girls, etc	18	20	4	.....	1	.....	43
Workroom help	1	1	5	7	4	7	25
Salem	.....	8	8	4	8	9	37
Total number	45	97	83	64	69	82	[1] 440
Per cent	10.2	22.0	18.9	14.6	15.7	18.6	100.0

[1] Not including 3 women not reporting age.

More than half of the saleswomen and workroom help were 22 years or over. In the office the majority were between 18 and 25 years of age; among the cashiers between 18 and 22 years; 41.9 per cent of the bundle wrappers and errand girls were under 18 years and 46.5 per cent were between 18 and 20 years.

Although the minimum rate for experienced adults went into effect on November 23, 1913, the increases in rates were frequently not obtained until the spring of 1914, or, in some cases, until after the sustaining decision of the State supreme court in May, 1914. Some violations still existed in September, 1914, as is shown by the tabulations. Table 32 indicates what changes the rates of pay of the 374 women and girls employed before and after the minimum-wage determinations had undergone during the course of the 13 months' period studied. One hundred and fifty-seven, or 42 per cent, received more after the minimum-wage determinations; 18, or less than 5 per cent, received less; 199, or 53 per cent, received the same. Among those receiving an increase in wages, 132 had been getting less than $9.25; 25 had been getting $9.25 or more before the wage determinations took effect.

TABLE 32.—NUMBER OF WOMEN PERSONALLY INTERVIEWED RECEIVING SPECIFIED WEEKLY RATES OF PAY BEFORE AND AFTER MINIMUM-WAGE DETERMINATIONS.[1]

Weekly rate of pay before minimum-wage determinations.	Weekly rate of pay after minimum-wage determinations.												Total number.	Per cent.
	$6	$6.01 to $6.99	$7 to $7.99	$8 to $8.49	$8.50 to $9.22	$9.23 to $9.25	$9.26 to $9.99	$10 to $10.99	$11 to $11.99	$12 to $12.99	$13 to $13.99	$14 and over.		
Under $6	7	1	1	1	.....	1	.....	.....	.....	.....	.....	.....	11	2.9
$6	44	8	13	1	1	15	.....	1	.....	.....	.....	.....	83	22.2
$6.01 to $6.99	1	6	3	1	2	15	.....	.....	.....	.....	.....	.....	28	7.5
$7 to $7.99	.....	.....	3	4	2	5	1	.....	1	.....	.....	.....	16	4.3
$8 to $8.49	1	.....	.....	8	1	31	2	2	.....	.....	.....	.....	45	12.0
$8.50 to $9.22	.....	.....	.....	.....	2	6	2	2	.....	1	.....	1	14	3.7
$9.23 to $9.25	1	.....	.....	.....	.....	47	.....	6	5	.....	.....	.....	59	15.8
$9.26 to $9.99	.....	.....	.....	1	.....	.....	3	1	.....	.....	.....	.....	5	1.3
$10 to $10.99	.....	.....	.....	1	.....	2	.....	23	2	.....	.....	1	29	7.8
$11 to $11.99	.....	.....	.....	.....	.....	2	.....	2	17	4	2	.....	27	7.2
$12 to $12.99	.....	.....	.....	.....	.....	.....	.....	.....	1	14	.....	2	17	4.6
$13 to $13.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	18	.....	18	4.8
$14 and over	.....	.....	.....	.....	.....	1	.....	.....	1	.....	1	19	22	5.9
Total	54	15	20	17	8	125	8	37	27	19	21	23	[2] 374	100.0
Percent	14.4	4.0	5.4	4.6	2.1	33.4	2.1	9.9	7.2	5.1	5.6	6.2	100.0	.....

[1] Excludes 65 women who were not employed in Oregon prior to the minimum-wage determinations.
[2] Not including 4 women, whose previous rate was not reported; present rates, respectively, 2 at $6, 1 at $6.92, and 1 at $14.

Of women who suffered a decrease, only two received less than $9.25 before the determinations, while 16 received that amount or more. All but one of these cases of decreased wages were incidental to some change in position; nine occurred when a change was made in the place of employment, four upon reinstatement after an absence or upon a change in occupation, and four others when women were changed from full-time to part-time work. These figures from the individual, therefore, agree with the showings of the pay roll, namely, that there were very few old employees whose rates, if affected by the minimum-wage determinations, had not been benefited, and that the women and girls entering the retail store with experience sometimes had to begin at a lower rate after the determinations than they had received in their earlier employment.

TABLE I.—CHANGES IN THE INDUSTRIAL STATUS OF WOMEN EM STORES SINCE THE MINIMUM-WAGE

[Where two or more former or present weekly rates are shown for an

PORTLAND: Saleswomen.

Individual No.	Age.	Years of experience.					Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.			
		In selling department.	In alteration or millinery department.	In office (clerical).	As cash girl, bundle wrapper, errand girl, stock girl, etc.	As cashier (tube or floor).	Place of employment.			
							Change from—	Change to—	Years in former position.	Reason for change.
1	46	3	.....	.....	.....	.....	.....	.....	.....	.....
2	(1)	21	.....	.....	.....	.....	.....	.....	.....	.....
3	27	9½	.....	.....	.....	.....	.....	.....	.....	.....
4	35	10	.....	.....	.....	.....	.....	.....	.....	.....
5	53	30	.....	.....	.....	.....	.....	.....	.....	.....
6	27	9	.....	.....	.....	.....	.....	.....	.....	.....
7	35	13	.....	.....	.....	.....	Store.....	Store.....	12	Moved from out of town.
8	(1)	10	.....	.....	.....	.....	.....	.....	.....	.....
9	32	9	.....	.....	.....	.....	.....	.....	.....	.....
10	40	16	.....	.....	.....	.....	.....	.....	.....	.....
11	38	11	.....	.....	.....	.....	.....	.....	.....	.....
12	28	6	.....	.....	.....	.....	.....	.....	.....	.....
13	33	5	.....	.....	.....	.....	.....	.....	.....	.....
14	24	3	.....	.....	.....	.....	Department store.	Department store.	2	Better position....
15	29	14	.....	.....	.....	.....	.....	.....	.....	.....
16	35	16	.....	.....	.....	.....	.....	.....	.....	.....
17	35	5	.....	.....	.....	.....	.....	.....	.....	.....
18	30	9	.....	.....	.....	.....	.....	.....	.....	.....
19	35	5¼	.....	.....	.....	.....	.....	.....	.....	.....
20	30	10	.....	.....	.....	.....	.....	.....	.....	.....
21	30	10	.....	.....	.....	.....	.....	.....	.....	.....
22	44	11	.....	.....	.....	.....	.....	.....	.....	.....
23	33	9	.....	.....	.....	.....	Store.....	Department store.	.....	Moved from out of town.
24	35	5	.....	.....	.....	.....	.....	.....	.....	.....
25	33	9	.....	.....	.....	.....	.....	.....	.....	.....
26	21	5	.....	.....	.....	.....	.....	.....	.....	.....
27	28	10	.....	.....	.....	.....	.....	.....	.....	.....
28	43	10	.....	.....	.....	.....	.....	.....	.....	.....
29	34	12	.....	.....	.....	.....	.....	.....	.....	.....
30	20	3	.....	.....	.....	.....	.....	.....	.....	.....
31	29	2	.....	.....	.....	.....	.....	.....	.....	.....
32	30	14	.....	.....	.....	.....	.....	.....	.....	.....
33	29	3⅓	.....	.....	.....	.....	.....	.....	.....	.....
34	21	10	.....	.....	.....	.....	.....	.....	.....	.....
35	(1)	5	.....	.....	.....	.....	.....	.....	.....	.....
36	21	2½	.....	.....	.....	.....	2 candy stores..	1 candy store...	.....	Work too heavy.
37	29	4	.....	.....	.....	.....	.....	.....	.....	.....
38	30	7	.....	.....	.....	.....	.....	.....	.....	.....

[1] Over 40 years. [2] No longer receives P. M.'s. [3] Not reported.

PLOYED IN PORTLAND AND SALEM DEPARTMENT AND OTHER RETAIL DETERMINATIONS WENT INTO EFFECT.

individual her rate has been changed more than once during the period.]

PORTLAND: Saleswomen.

Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.					Data for last pay-roll period in October, 1914.						
Occupation.			Weekly rate of pay.		Department or occupation.	Rate of pay per week.	Actual weekly hours worked.	Full days lost during 2 wks.	Weekly wages.	Weekly earnings (including P. M.'s and commissions).	Individual No.
Change from—	Change to—	Years in former occupation.	Former rate.	Present rate.							
.....	.....	.....	.....	.....	Upholstery and draperies.	$25.00	49½	.....	$25.00	$25.00	1
.....	.....	.....	.....	.....	Muslin underwear.	23.08	41¼	2	19.26	19.26	2
.....	.....	.....	.....	.....	Cloaks and suits.	19.61	48	.....	19.61	19.61	3
.....	.....	.....	.....	(2)	Draperies...	19.61	49½	.....	19.61	19.61	4
.....	.....	.....	$18.46	$19.61	Dress goods.	19.61	48	.....	19.61	20.77	5
.....	.....	.....	18.46	17.31	Millinery....	17.31	49½	.....	17.31	17.31	6
Supervisor ..	Saleswoman.	(3)	.....	.....	Cloaks and suits.	17.31	44½	.....	15.64	15.64	7
.....	.....	.....	.....	.....	.....do.....	17.31	49½	.....	17.31	17.31	8
.....	.....	.....	.....	.....	.....do.....	16.15	48	.....	16.15	16.15	9
.....	.....	.....	.....	.....	.....do.....	15.00	49½	.....	15.00	15.00	10
.....	.....	.....	.....	.....	Cloaks and suits.	15.00	49½	.....	15.00	15.00	11
.....	.....	.....	.....	.....	Jewelry.....	15.00	45 7/10	1	13.75	13.75	12
.....	.....	.....	.....	.....	Laces.....	15.00	49½	.....	15.00	15.00	13
.....	.....	.....	12.00	15.00	Millinery....	15.00	49½	.....	15.00	15.00	14
.....	.....	.....	.....	.....	Cloaks and suits.	15.00	49½	.....	15.00	15.00	15
.....	.....	.....	.....	.....	Leather.....	13.84	33	4	9.60	9.60	16
.....	.....	.....	.....	.....	Millinery....	13.84	15	8	3.55	3.55	17
.....	.....	.....	.....	.....	Cloaks and suits.	13.84	49½	.....	13.84	13.84	18
.....	.....	.....	.....	.....	Men's furnishings.	13.84	49½	.....	13.84	13.84	19
.....	.....	.....	11.54	13.84	Silk.....	13.84	48	.....	13.84	13.84	20
.....	.....	.....	.....	.....	.....do.....	13.84	49½	.....	13.84	13.84	21
.....	.....	.....	11.54	13.84	Corsets.....	13.84	49½	.....	13.84	13.84	22
.....	.....	.....	.....	.....	Millinery....	13.84	49½	.....	13.84	13.84	23
.....	.....	.....	.....	.....	.....do.....	13.84	49½	.....	13.84	13.84	24
.....	.....	.....	.....	.....	Dress trimmings.	13.84	52½	.....	13.84	13.84	25
.....	.....	.....	.....	.....	Drugs.....	13.84	49½	.....	13.84	13.84	26
.....	.....	.....	.....	.....	Knit underwear.	13.84	52½	.....	13.84	13.84	27
.....	.....	.....	.....	.....	Infants' wear.	13.84	49½	.....	13.84	13.84	28
.....	.....	.....	.....	.....	Notions.....	13.84	49½	.....	13.84	13.84	29
.....	.....	.....	.....	.....	Candy.....	13.00	48	.....	13.00	13.00	30
.....	.....	.....	11.54	12.69	Domestics...	12.69	48	.....	12.69	12.69	31
.....	.....	.....	.....	.....	Toys.....	12.69	49½	.....	12.69	12.69	32
.....	.....	.....	11.50	12.50	Notions.....	12.50	45⅜	1	11.46	11.46	33
.....	.....	.....	.....	.....	Waists.....	12.50	49½	.....	12.50	12.50	34
.....	.....	.....	.....	.....	Children's clothing.	12.50	45⅜	1	11.46	11.71	35
.....	.....	.....	20.40	12.00	Candy.....	12.00	48	.....	12.00	12.00	36
.....	.....	.....	.....	.....	Drugs.....	12.00	49½	.....	12.00	14.13	37
.....	.....	.....	.....	(4)	Cloaks and suits.	12.00	50	.....	12.00	14.50	38

[4] In addition to weekly rate now receives 2 per cent commission on sales above a stipulated amount.

TABLE I.—CHANGES IN THE INDUSTRIAL STATUS OF WOMEN EM STORES SINCE THE MINIMUM-WAGE DETER

PORTLAND: Saleswomen—Continued.

Individual No.	Age.	Years of experience.					Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.			
							Place of employment.			
		In selling department.	In alteration or millinery department.	In office (clerical).	As cash girl, bundle wrapper, errand girl, stock girl, etc.	As cashier (tube or floor).	Change from—	Change to—	Years in former position.	Reason for change.
39	23	3½	.....	.....	.....	.....	.....	.....	.....	.....
40	31	3	.....	.....	.....	.....	.....	.....	.....	.....
41	33	2⅙	.....	.....	.....	.....	.....	.....	.....	.....
42	23	13	.....	.....	.....	.....	.....	.....	.....	.....
43	22	4	.....	.....	.....	.....	.....	.....	.....	.....
44	24	4	.....	.....	.....	.....	.....	.....	.....	.....
45	37	2	.....	.....	.....	.....	.....	.....	.....	.....
46	21	2½	.....	.....	.....	.....	.....	.....	.....	.....
47	26	9	.....	.....	.....	.....	.....	.....	.....	.....
48	30	7	.....	.....	.....	.....	.....	.....	.....	.....
49	32	4	.....	.....	.....	.....	.....	.....	.....	.....
50	27	3½	.....	.....	.....	.....	.....	.....	.....	.....
51	(2)	10	.....	.....	.....	.....	.....	.....	.....	.....
52	35	5	.....	.....	.....	.....	.....	.....	.....	.....
53	30	3	.....	.....	.....	.....	.....	.....	.....	.....
54	21	2	.....	.....	.....	.....	.....	.....	.....	.....
55	25	7	.....	.....	.....	.....	.....	.....	.....	.....
56	24	9½	.....	.....	½	.....	.....	.....	.....	.....
57	(1)	4	.....	.....	.....	.....	.....	.....	.....	.....
58	29	10	.....	.....	.....	.....	Department store.	Department store.	1⅙	(1) .....
59	26	4	.....	.....	.....	.....	.....	.....	.....	.....
60	23	5	.....	.....	.....	.....	.....	.....	.....	.....
61	19	6	.....	.....	.....	.....	.....	.....	.....	.....
62	25	4	.....	.....	.....	3	.....	.....	.....	.....
63	35	8	.....	.....	.....	.....	Department store.	Department store.	⅜	Employment temporary.
64	19	4	.....	.....	.....	.....	.....	.....	.....	.....
65	21	3½	.....	.....	.....	.....	Department store.	Department store.	2½	Disagreement with employer.
66	38	4½	.....	.....	.....	.....	.....	.....	.....	.....
67	24	2½	.....	.....	.....	.....	.....	.....	.....	.....
68	29	4	.....	.....	.....	.....	.....	.....	.....	.....
69	37	11	.....	.....	.....	.....	.....	.....	.....	.....
70	27	8	.....	.....	.....	.....	.....	.....	.....	.....
71	26	2 3/6	.....	.....	.....	.....	.....	.....	.....	.....
72	25	5	.....	.....	.....	.....	.....	.....	.....	.....
73	21	2	.....	.....	.....	.....	.....	.....	.....	.....

[1] Not reported. [2] Over 35 years of age.

PLOYED IN PORTLAND AND SALEM DEPARTMENT AND OTHER RETAIL MINATIONS WENT INTO EFFECT—Continued.

PORTLAND: Saleswomen—Continued.

Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.					Data for last pay-roll period in October, 1914.						
Occupation.			Weekly rate of pay.								
Change from—	Change to—	Years in former occupation.	Former rate.	Present rate.	Department or occupation.	Rate of pay per week.	Actual weekly hours worked.	Full days lost during 2 wks.	Weekly wages.	Weekly earnings (including P. M.'s and commissions).	Individual No.
.....	.....	.....	.....	.....	Children's cloaks.	$12.00	50	.....	$12.00	$12.00	39
.....	.....	.....	.....	.....	Millinery....	12.00	49½	.....	12.00	12.00	40
.....	.....	.....	.....	.....	Waists.....	12.00	49½	.....	12.00	12.00	41
.....	.....	.....	.....	.....	....do.....	12.00	49½	.....	12.00	12.00	42
.....	.....	.....	$9.23	$11.54	Knit underwear.	11.54	49½	.....	11.54	11.54	43
.....	.....	.....	10.38	11.54	Jewelry.....	11.54	49½	.....	11.54	11.54	44
.....	.....	.....	9.23	11.54	Muslin underwear.	11.54	49½	.....	11.54	11.54	45
Doll doctor.	Saleswoman.	(1)	9.23	11.54	Cloaks and suits.	11.54	47⅗	.....	10.65	10.65	46
.....	.....	.....	.....	.....	Children's clothing.	11.54	49½	.....	11.54	11.54	47
.....	.....	.....	.....	.....	Handkerchiefs.	11.54	49½	.....	11.54	11.54	48
.....	.....	.....	.....	.....	Draperies...	11.54	49½	.....	11.54	11.54	49
.....	.....	.....	.....	.....	Millinery....	11.54	49½	.....	11.54	11.54	50
.....	.....	.....	.....	.....	Draperies...	11.54	49½	.....	11.54	11.54	51
.....	.....	.....	.....	.....	Millinery....	11.54	50½	.....	11.54	11.54	52
.....	.....	.....	9.23	[3] 11.54	Gloves.....	11.54	48	.....	11.54	11.54	53
.....	.....	.....	.....	.....	Knit underwear.	11.54	49½	.....	11.54	11.54	54
.....	.....	.....	.....	.....	Waists.....	11.54	49½	.....	11.54	11.54	55
.....	.....	.....	.....	.....	Knit underwear.	11.54	49½	.....	11.54	11.54	56
.....	.....	.....	.....	.....	Boys' clothing.	11.54	49½	.....	11.54	11.54	57
.....	.....	.....	15.00	11.50	Millinery....	11.50	47⅑	.....	11.50	11.50	58
.....	.....	.....	9.25	11.50	Muslin underwear.	11.50	49½	.....	11.50	11.50	59
.....	.....	.....	.....	.....	Children's clothing.	11.50	49½	.....	11.50	11.50	60
.....	.....	.....	.....	.....	Ribbons....	11.00	47⅑	.....	10.56	10.56	61
.....	.....	.....	.....	.....	Muslin underwear.	10.61	45⅞	.....	9.80	9.80	62
}	.....	.....	{ 9.25 10.00	10.00 10.50	} Art goods...	10.50	24¾	6	5.25	5.25	63
.....	.....	.....	.....	.....	Knit underwear.	10.50	49½	.....	10.50	10.50	64
.....	.....	.....	11.54	10.38	Ribbons....	10.38	41⅑	2	9.18	9.18	65
.....	.....	.....	.....	.....	Veilings.....	10.38	43⅘	1	9.18	9.18	66
.....	.....	.....	.....	.....	Linens.....	10.38	49½	.....	10.38	10.38	67
.....	.....	.....	.....	.....	Toilet articles.	10.38	49½	.....	10.38	10.38	68
.....	.....	.....	9.23	10.38	Muslin underwear.	10.38	52½	.....	10.38	10.38	69
.....	.....	.....	.....	.....	Baskets.....	10.38	49	.....	10.38	10.38	70
.....	.....	.....	.....	.....	Art needlework.	10.38	47⅗	.....	9.99	9.99	71
.....	.....	.....	.....	.....	Jewelry.....	10.38	43⅘	1	9.18	9.18	72
.....	.....	.....	.....	.....	Drugs.....	10.38	45⅜	1	10.38	10.38	73

[3] No longer receive P. M.'s.

[4] Over 40 years of age.

TABLE I.—CHANGES IN THE INDUSTRIAL STATUS OF WOMEN EM STORES SINCE THE MINIMUM-WAGE DETER

PORTLAND: Saleswomen—Continued.

Individual No.	Age.	Years of experience.					Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.			
							Place of employment.			
		In selling department.	In alteration or millinery department.	In office (clerical).	As cash girl, bundle wrapper, errand girl, stock girl, etc.	As cashier (tube or floor).	Change from—	Change to—	Years in former position.	Reason for change.
74	35	4	.....	.....	.....	.....	.....	.....	.....	.....
75	25	6	.....	.....	.....	.....	.....	.....	.....	.....
76	26	1¼	.....	.....	.....	.....	.....	.....	.....	.....
77	30	2⅙	.....	.....	.....	.....	.....	.....	.....	.....
78	27	6	.....	.....	.....	.....	.....	.....	.....	.....
79	33	5	4	.....	.....	.....	.....	.....	.....	.....
80	25	4	.....	.....	.....	.....	Store.....	Department store.	(1)	Moved from out of town.
81	29	6	.....	.....	.....	.....	.....	.....	.....	.....
82	35	7	.....	.....	.....	.....	.....	.....	.....	.....
83	30	3	.....	.....	.....	.....	.....	.....	.....	.....
84	36	6	.....	.....	.....	.....	.....	.....	.....	.....
85	25	4	.....	.....	.....	.....	.....	.....	.....	.....
86	27	7	.....	.....	.....	.....	.....	.....	.....	.....
87	28	4	(1)	.....	.....	.....	.....	.....	.....	.....
88	27	4¾	.....	.....	.....	.....	.....	.....	.....	.....
89	29	5	.....	.....	.....	.....	.....	.....	.....	.....
90	22	3	.....	.....	.....	.....	.....	.....	.....	.....
91	38	[3] 5	.....	.....	.....	.....	.....	.....	.....	.....
92	26	3	.....	.....	.....	.....	.....	.....	.....	.....
93	26	3	.....	.....	.....	.....	Department store.	Department store.	3/26	Temporary employment.
94	21	2½	.....	.....	.....	.....	.....	.....	.....	.....
95	21	6	.....	.....	.....	.....	.....	.....	.....	.....
96	35	9	.....	.....	.....	.....	.....	.....	.....	.....
97	30	7	.....	.....	.....	.....	Specialty store.	Department store.	1	Laid off on account of business depression.
98	44	9	.....	.....	.....	.....	.....	.....	.....	.....
99	21	2	.....	.....	.....	.....	.....	.....	.....	.....
100	27	8	.....	.....	.....	.....	.....	.....	.....	.....
101	25	5	.....	.....	.....	.....	.....	.....	.....	.....
102	24	4	.....	.....	.....	.....	Store.....	Department store.	1	Moved from out of town.
103	30	3	.....	.....	.....	.....	.....	.....	.....	.....
104	22	3	.....	.....	.....	.....	.....	.....	.....	.....
105	20	1 1/12	.....	.....	.....	.....	.....	.....	.....	.....
106	27	6	.....	.....	.....	.....	.....	.....	.....	.....
107	18	1	.....	.....	.....	1	.....	.....	.....	.....
108	21	4	.....	.....	.....	.....	.....	.....	.....	.....
109	28	1	.....	.....	.....	.....	.....	.....	.....	.....
110	39	3	.....	.....	.....	.....	Store.....	Wholesale millinery.	1	Moved from out of town.
							Wholesale millinery.	Department store.	1/6	Better position....
111	19	3⅙	.....	.....	.....	.....	.....	.....	.....	.....

[1] Not reported.
[2] In addition formerly received 2 per cent commission on sales above a stipulated amount.

PLOYED IN PORTLAND AND SALEM DEPARTMENT AND OTHER RETAIL MINATIONS WENT INTO EFFECT—Continued.

PORTLAND: Saleswomen—Continued.

Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.					Data for last pay-roll period in October, 1914.						
Occupation.			Weekly rate of pay.								
Change from—	Change to—	Years in former occupation.	Former rate.	Present rate.	Department or occupation.	Rate of pay per week.	Actual weekly hours worked.	Full days lost during 2 wks.	Weekly wages.	Weekly earnings (including P. M.'s and commissions).	Individual No.
.....	.....	.....	.....	.....	Millinery....	$10.38	49½	.....	$10.38	$10.38	74
.....	.....	.....	.....	.....	Jewelry.....	10.38	49½	.....	10.38	10.38	75
.....	.....	.....	$9.23	$10.38	Muslin.....	10.38	48	.....	10.38	10.38	76
.....	.....	.....	9.23	10.15	Leather.....	10.15	52½	.....	10.15	10.15	77
.....	.....	.....	.....	.....	.....do.....	10.15	49½	.....	10.15	10.15	78
.....	.....	.....	9.25	10.00	Corsets.....	10.00	45¼	1	10.00	10.00	79
.....	.....	.....	.....	.....	Millinery....	10.00	49½	.....	10.00	10.00	80
.....	.....	.....	.....	.....	Domestics...	10.00	49½	.....	10.00	10.00	81
.....	.....	.....	.....	.....	Knit underwear	10.00	49½	.....	10.00	10.00	82
.....	.....	.....	8.50	10.00	Gloves.....	10.00	33	4	6.67	6.67	83
.....	.....	.....	.....	.....	Muslin underwear.	10.00	45⅖	1	9.20	9.20	84
.....	.....	.....	11.14	10.00	Waists.....	10.00	49½	.....	10.00	10.00	85
.....	.....	.....	[2] 8.25	10.00	Children's clothing.	10.00	49½	.....	10.00	10.00	86
.....	.....	.....	8.00	10.00	Ribbons....	10.00	43½	.....	10.00	10.00	87
.....	.....	.....	.....	.....	Neckwear...	9.92	49½	.....	9.92	9.92	88
.....	.....	.....	8.08	9.23	Ribbons....	9.81	48	.....	9.81	9.81	89
.....	.....	.....	9.23	9.81							
.....	.....	(1)	.....	.....	Toys and kodaks.	9.81	49½	.....	9.81	9.81	90
Secret service	Saleswoman.	.....	15.00	9.25	Bargains....	9.25	49½	.....	9.25	9.25	91
.....	.....	.....	9.00	9.25	Millinery....	9.25	45 7/10	1	8.48	8.48	92
.....	.....	.....	9.23	[4] 9.25	.....do.....	9.25	49½	.....	9.25	9.38	93
.....	.....	.....	8.00	9.25	Hosiery.....	9.25	49½	.....	9.25	9.43	94
.....	.....	.....	8.50	[4] 9.25	Knit underwear.	9.25	49½	.....	9.25	10.25	95
.....	.....	.....	8.25	9.25	Leather.....	9.25	49½	.....	9.25	9.25	96
.....	.....	.....	10.00	9.25	Laces and embroidery.	9.25	49½	.....	9.25	9.25	97
.....	.....	.....	8.00	9.25	Drapery....	9.25	49½	.....	9.25	9.25	98
.....	.....	.....	.....	.....	Buttons.....	9.25	49½	.....	9.25	9.25	99
.....	.....	.....	8.50	9.25	Leather.....	9.25	45⅖	1	8.48	8.48	100
.....	.....	.....	.....	.....	Muslin underwear.	9.25	49½	.....	9.25	9.25	101
.....	.....	.....	.....	[4] 9.25	Hosiery.....	9.25	49½	.....	9.25	9.64	102
.....	.....	.....	.....	.....	Velvets.....	9.25	41⅔	2	7.71	7.71	103
.....	.....	.....	8.25	9.25	Notions.....	9.25	41 9/10	2	8.48	8.48	104
.....	.....	.....	11.25	[5] 9.25	General.....	9.25	49½	.....	9.25	9.25	105
.....	.....	.....	6.00	9.22	Notions.....	9.25	49½	.....	9.25	9.25	106
.....	.....	.....	8.00	9.25	Books.....	9.25	49½	.....	9.25	9.25	107
.....	.....	.....	.....	.....	Art needlework.	9.25	49½	.....	9.25	9.25	108
.....	.....	.....	8.25	9.25	.....do.....	9.25	49½	.....	9.25	9.25	109
.....	.....	.....	(1)	1.50							
.....	.....	.....	1.50	9.25	.....do.....	9.25	49½	.....	9.25	9.25	110
.....	.....	.....	.....	.....	Notions.....	9.25	49½	.....	9.25	9.25	111

[3] And 2 years in store secret service.
[4] In addition to weekly rate now receives 2 per cent commission on sales above stipulated amount.
[5] At present receives some P. M.'s.

TABLE I.—CHANGES IN THE INDUSTRIAL STATUS OF WOMEN EM STORES SINCE THE MINIMUM-WAGE DETER

PORTLAND: Saleswomen—Continued.

Individual No.	Age.	Years of experience.					Changes since Sept. 1, 1913 (1 month before first determinations went into effect), of individuals having any change in place of employment, occupation, or rate of pay.			
							Place of employment.			
		In selling department.	In alteration or millinery department.	In office (clerical).	As cash girl, bundle wrapper, errand girl, stock girl, etc.	As cashier (tube or floor).	Change from—	Change to—	Years in former position.	Reason for change.
112	30	6	.....	.....	.....	.....	.....	.....	.....	.....
113	26	5/12	.....	.....	3	.....	Wholesale millinery.	Department store.	3	Better position.
114	27	1½	.....	.....	.....	.....	.....	.....	.....	.....
115	23	4	.....	.....	.....	.....	.....	.....	.....	.....
116	25	6⅙	.....	⅓	.....	.....	.....	.....	.....	.....
117	21	4	.....	.....	.....	.....	.....	.....	.....	.....
118	25	4	.....	.....	.....	.....	Dry-goods store.	Department store.	1 7/12	Firm failed.
119	29	1¼	.....	.....	.....	.....	.....	.....	.....	.....
120	24	1⅓	.....	.....	.....	.....	.....	.....	.....	.....
121	19	5	.....	.....	.....	.....	.....	.....	.....	.....
122	23	2	.....	.....	.....	.....	.....	.....	.....	.....
123	19	4	.....	.....	.....	.....	5 and 10 cent store.	Department store.	⅔	Better position.
124	24	3	.....	.....	.....	.....	.....	.....	.....	.....
125	22	2	2	.....	.....	.....	.....	.....	.....	.....
126	34	1	.....	.....	.....	.....	.....	.....	.....	.....
127	27	5	.....	.....	.....	.....	.....	.....	.....	.....
128	22	4	.....	.....	.....	.....	Store.	Department store.	3¾	Moved from out of town.
129	24	3	.....	.....	.....	.....	.....	.....	.....	.....
130	23	3	.....	.....	.....	.....	Department store. ....do.	Department store. .....do.	2⅓ ⅙	Business dull. Voluntarily.
131	30	4⅔	.....	.....	.....	.....	.....	.....	.....	.....
132	36	4 5/12	.....	.....	.....	.....	.....	.....	.....	.....
133	20	4	.....	.....	.....	.....	.....	.....	.....	.....
134	20	2	.....	.....	.....	.....	5 and 10 cent store.	Department store.	1	Better position.
135	22	⅙	.....	.....	.....	.....	.....	.....	.....	.....
136	25	5	.....	.....	.....	.....	.....	.....	.....	.....
137	20	¾	1	.....	.....	.....	Millinery store.	Department store.	1/12	Better position.
138	18	3	.....	.....	.....	.....	.....	.....	.....	.....
139	20	3 1/12	.....	.....	.....	.....	Store.	Department store.	3	Moved from out of town.
140	43	11	.....	.....	.....	.....	.....	.....	.....	.....
141	24	1 7/12	.....	.....	.....	.....	.....	.....	.....	.....
142	30	7	.....	.....	.....	.....	.....	.....	.....	.....
143	23	6	.....	.....	.....	.....	.....	.....	.....	.....
144	24	3½	.....	.....	.....	.....	.....	.....	.....	.....
145	20	3⅚	.....	.....	.....	.....	.....	.....	.....	.....
146	22	1½	.....	.....	.....	.....	.....	.....	.....	.....
147	38	5	.....	.....	.....	.....	.....	.....	.....	.....

[1] No longer receives P. M.'s.

PLOYED IN PORTLAND AND SALEM DEPARTMENT AND OTHER RETAIL MINATIONS WENT INTO EFFECT—Continued.

PORTLAND: Saleswomen—Continued.

Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.					Data for last pay-roll period in October, 1914.						
Occupation.			Weekly rate of pay.		Department or occupation.	Rate of pay per week.	Actual weekly hours worked.	Full days lost during 2 wks.	Weekly wages.	Weekly earnings (including P. M.'s and commissions).	Individual No.
Change from—	Change to—	Years in former occupation.	Former rate.	Present rate.							
.....	.....	.....	.....	.....	Groceries....	$9.23	49½	.....	$9.23	$9.23	112
Packer.....	Saleswoman	3	$4.00	$6.00	Millinery....	9.23	49½	.....	9.23	9.23	113
			6.00	9.23							
.....	.....	.....	8.08	9.23	Domestics...	9.23	49½	.....	9.23	9.23	114
.....	.....	.....	.....	.....	Crockery....	9.23	49½	.....	9.23	9.23	115
.....	.....	.....	8.31	9.23	Bargains....	9.23	49½	.....	9.23	9.23	116
.....	.....	.....	8.08	9.23	White goods	9.23	49½	.....	9.23	9.23	117
.....	.....	.....	.....	.....	Jewelry.....	9.23	51	.....	9.23	9.23	118
.....	.....	.....	8.08	9.23	Neckwear...	9.23	49½	.....	9.23	9.23	119
.....	.....	.....	7.00	9.23	Candy.....	9.23	49½	.....	9.23	9.23	120
.....	.....	.....	6.92	9.23	Notions.....	9.23	49½	.....	9.23	9.58	121
.....	.....	.....	8.08	9.23	Drugs.....	9.23	49½	.....	9.23	10.15	122
.....	.....	⅔	4.00	16.00	Art needle goods.	9.23	49½	.....	9.23	9.23	123
			6.00	9.23							
.....	.....	.....	8.08	9.23	Veilings.....	9.23	49½	.....	9.23	9.23	124
.....	.....	.....	8.77	9.23	Millinery....	9.23	49½	.....	9.23	9.23	125
			9.23	8.77							
			8.77	9.23							
.....	.....	.....	8.08	9.23	Children's clothing.	9.23	29 3/20	5	4.97	4.97	126
.....	.....	.....	.....	.....	Neckwear...	9.23	49½	.....	9.23	9.23	127
.....	.....	.....	.....	.....	Art needle goods.	9.23	49½	.....	9.23	9.23	128
.....	.....	.....	.....	.....	Art needlework.	9.23	49½	.....	9.23	9.23	129
.....	.....	.....	.....	.....	Bargains....	9.23	49½	.....	9.23	9.23	130
.....	.....	.....	.....	.....	Art needlework.	9.23	49½	.....	9.23	9.23	131
.....	.....	.....	.....	.....	Toys.....	9.23	49½	.....	9.23	9.23	132
.....	.....	.....	6.92	8.08	General.....	9.23	49½	.....	9.23	9.23	133
			8.08	9.23							
.....	.....	.....	6.25	6.92	Notions.....	9.23	49½	.....	9.23	9.23	134
			6.92	7.38							
			7.38	9.23							
.....	.....	.....	.....	.....	Millinery....	9.23	49½	.....	9.23	9.23	135
.....	.....	.....	.....	.....	Bargains....	9.23	49½	.....	9.23	9.23	136
.....	.....	.....	.....	.....	Millinery....	9.23	49½	.....	9.23	9.23	137
.....	.....	.....	6.92	9.23	Art needlework.	9.23	49½	.....	9.23	9.23	138
.....	.....	.....	6.00	9.23	Bargain millinery.	9.23	49½	.....	9.23	9.23	139
.....	.....	.....	.....	.....	Bargain cloaks and suits.	9.23	49½	.....	9.23	9.23	140
.....	.....	.....	8.08	9.23	Domestics...	9.23	49½	.....	9.23	9.23	141
.....	.....	.....	8.08	9.23	Stationery..	9.23	49½	.....	9.23	9.23	142
.....	.....	.....	.....	.....	Jewelry.....	9.23	49½	.....	9.23	9.23	143
.....	.....	.....	.....	.....	Stationery..	9.23	48	.....	9.23	9.23	144
.....	.....	.....	.....	.....	Ribbons....	9.23	49½	.....	9.23	9.23	145
.....	.....	.....	8.08	9.23	Notions.....	9.23	49½	.....	9.23	9.23	146
.....	.....	.....	.....	.....	Gloves.....	9.23	49½	.....	9.23	9.23	147

TABLE I.—CHANGES IN THE INDUSTRIAL STATUS OF WOMEN EM STORES SINCE THE MINIMUM-WAGE DETER

PORTLAND: Saleswomen—Continued.

Individual No.	Age.	Years of experience.					Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.			
							Place of employment.			
		In selling department.	In alteration or millinery department.	In office (clerical).	As cash girl, bundle wrapper, errand girl, stock girl, etc.	As cashier (tube or floor).	Change from—	Change to—	Years in former position.	Reason for change.
148	20	1½								
149	18	3								
150	28	2⅙					Department store.	Department store.	¾	Disagreement with manager.
151	27	4					Store	do	3	Moved from out of town.
152	41	11/12								
153	20	2								
154	23	1½								
155	36	7								
156	26	8								
157	25	6								
158	19	1				1				
159	23	5								
160	19	3								
161	20	1¼			¾					
162	24	4					General store	Department store.	1½	Moved from out of town.
163	26	(1)								
164	19	2½					Department store.	Department store.	(1)	Temporary employment.
165	23	4								
166	23	1¼	1¼							
167	23	4					Store	Department store.	3	Moved from out of town.
168	19	1¼		⅓						
169	26	9								
170	17	3								
171	50	3								
172	18	⅛				1¾				
173	24	1½								
174	20	¾				2				
175	19	1			1					
176	21	⅜			1					
177	21	⅔			⅚					
178	19	⅔				1 1/12				
179	17	1½								
180	25	¼								
181	20	1				3				
182	17	3								
183	22	3					Private family	Store	(1)	(1)
184	18	½			1					
185	21	2					Department store.	Department store.	1⅔	Laid off; business depression.

[1] Not reported.
[2] In addition, formerly received 2 per cent commission on all sales above a stipulated amount.

PLOYED IN PORTLAND AND SALEM DEPARTMENT AND OTHER RETAIL MINATIONS WENT INTO EFFECT—Continued.

PORTLAND: Saleswomen—Continued.

Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.					Data for last pay-roll period in October, 1914.						
Occupation.			Weekly rate of pay.								
Change from—	Change to—	Years in former occupation.	Former rate.	Present rate.	Department or occupation.	Rate of pay per week.	Actual weekly hours worked.	Full days lost during 2 wks.	Weekly wages.	Weekly earnings (including P. M.'s and commissions).	Individual No.
.....	.....	.....	$6.00	$9.23	Patterns....	$9.23	49½	.....	$9.23	$9.23	148
.....	.....	.....	7.38	9.23	Corsets.....	9.23	49½	.....	9.23	9.23	149
.....	.....	.....	8.08	9.23	Art needlework.	9.23	49½	.....	9.23	9.23	150
.....	.....	.....	.....	.....	Children's clothing.	9.23	41 9/10	2	7.80	7.80	151
.....	.....	.....	.....	.....	Draperies...	9.23	48	.....	8.87	8.87	152
.....	.....	.....	6.92	9.23	Art needlework.	9.23	49½	.....	9.23	9.23	153
.....	.....	.....	.....	.....	Jewelry.....	9.23	49½	.....	9.23	9.23	154
.....	.....	.....	.....	.....	Linings.....	9.23	49½	.....	9.23	9.23	155
.....	.....	.....	8.08	9.23	Crockery....	9.23	49½	.....	9.23	9.23	156
.....	.....	.....	8.08	9.23	Veilings.....	9.23	41 9/10	.....	7.81	7.81	157
Cashier.....	Saleswoman	1	6.00	9.23	Toys.....	9.23	41 9/10	2	8.27	8.27	158
.....	.....	.....	.....	.....	Crockery....	9.23	45 7/10	1	8.51	8.51	159
.....	.....	.....	6.92	9.23	Waists.....	9.23	45 7/10	.....	8.52	8.52	160
.....	.....	.....	6.00	9.23	Books.....	9.23	49½	.....	9.23	9.23	161
.....	.....	.....	11.54	9.23	Notions.....	9.23	49½	.....	9.23	9.23	162
.....	.....	.....	7.50	9.00	Bargains....	9.00	49½	.....	9.00	9.00	163
.....	.....	.....	8.08	9.23	....do.....	9.00	41¼	2	7.50	7.50	164
			9.23	9.00							
.....	.....	.....	[2] 7.50	8.75	Linings.....	8.75	49½	.....	8.75	8.75	165
Millinery maker.	Saleswoman	1¼	.....	.....	Millinery....	8.08	49½	.....	8.08	8.08	166
.....	.....	.....	.....	.....	Hosiery.....	8.08	49½	.....	8.08	8.08	167
.....	.....	.....	9.30	8.08	Leather.....	8.08	46⅖	.....	6.94	6.94	168
.....	.....	.....	10.38	[3] 8.08	Muslin underwear.	8.08	44⅗	1	7.18	7.18	169
.....	.....	.....	5.77	8.08	Neckwear...	8.08	40⅗	2	7.41	7.41	170
.....	.....	.....	.....	.....	Buttons.....	8.08	51½	.....	8.08	8.08	171
Cashier.....	Saleswoman	13/24	6.00	7.50	Stationery..	7.50	49½	.....	7.50	7.50	172
.....	.....	.....	7.00	7.50	Notions.....	7.50	49½	.....	7.50	7.50	173
Cashier.....	Saleswoman.	2	6.00	[4] 7.50	Drugs.....	7.50	49½	.....	7.50	9.50	174
Stock girl...	.....do.....	1	6.46	7.50	Corsets.....	7.50	49½	.....	7.50	7.50	175
Bundle wrapper.	.....do.....	1	6.00	7.38	Leather.....	7.38	49½	.....	7.38	7.38	176
.....do.....	.....do.....	5/6	6.00	7.38	.....do.....	7.38	40¾	.....	6.11	6.11	177
Cashier.....	.....do.....	1 1/12	6.00	[3] 11.96	Shoes.....	7.25	49½	.....	7.25	7.25	178
			11.96	7.25							
.....	.....	.....	6.00	7.00	Art needlework.	7.00	49½	.....	7.00	7.00	179
.....	.....	.....	6.00	7.00	Drugs.....	7.00	49½	.....	7.00	7.00	180
.....	.....	.....	.....	.....	Notions.....	7.00	49½	.....	7.00	7.00	181
.....	.....	.....	6.00	6.50	Candy.....	7.00	50	.....	7.00	7.00	182
			6.50	7.00							
Governess...	Saleswoman.	(1)	6.00	7.00	House furnishings.	7.00	49½	.....	7.00	7.00	183
Transfer girl.	.....do.....	1	6.00	6.92	Ribbons....	6.92	45 7/10	1	6.37	6.37	184
.....	.....	.....	[2] 6.00	6.92	Bargains....	6.92	36	.....	3.46	3.46	185

[3] No longer receives P. M.'s.

[4] At present receives some P. M.'s.

TABLE I.—CHANGES IN THE INDUSTRIAL STATUS OF WOMEN EM STORES SINCE THE MINIMUM-WAGE DETER

PORTLAND: Saleswomen—Concluded.

Individual No.	Age.	Years of experience.					Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.			
							Place of employment.			
		In selling department.	In alteration or millinery department.	In office (clerical).	As cash girl, bundle wrapper, errand girl, stock girl, etc.	As cashier (tube or floor).	Change from—	Change to—	Years in former position.	Reason for change.
186	20	1/6	.....	.....	2	.....	.....	.....	.....	.....
187	17	1/2	.....	.....	1	.....	.....	.....	.....	.....
188	19	1 1/2	.....	.....	.....	.....	5 and 10 cent store.	Department store.	1/2	Disagreement with manager.
189	17	3/4	.....	(1)	.....	.....	Office.....	.....do.....	(2)	(2).....
190	19	3/4	.....	.....	2 3/4	.....	.....	.....	.....	.....
191	19	5/6	.....	.....	2	.....	.....	.....	.....	.....
192	21	3/4	.....	.....	.....	.....	.....	.....	.....	.....
193	19	1/6	.....	.....	1 1/6	.....	.....	.....	.....	.....
194	19	1 1/2	.....	.....	.....	.....	.....	.....	.....	.....
195	20	3	.....	.....	.....	.....	Store.....	Department store.	3/52	Moved from out of town.
196	17	1/2	.....	.....	.....	.....	Department store.	.....do.....	1/4	Laid off; business depression.
197	18	1/2	.....	.....	1	.....	.....	.....	.....	.....
198	22	1/2	.....	3 1/2	.....	.....	.....	.....	.....	.....
199	26	1/12	.....	.....	.....	.....	.....	.....	.....	.....
200	17	3/26	.....	.....	.....	.....	.....	.....	.....	.....
201	15	5/12	.....	.....	.....	.....	.....	.....	.....	.....
202	23	2 3/24	.....	.....	.....	.....	.....	.....	.....	.....
203	22	1/12	.....	.....	.....	.....	.....	.....	.....	.....
204	17	1/4	.....	.....	1 1/2	.....	.....	.....	.....	.....
205	32	(1)	.....	.....	.....	.....	.....	.....	.....	.....
206	41	3	.....	.....	.....	.....	Department store.	5 and 10 cent store.	1/2	Laid off on account of sickness.
207	18	7/24	.....	.....	1 9/24	.....	.....	.....	.....	.....
208	19	1/4	.....	.....	2	.....	.....	.....	.....	.....
209	18	1/6	.....	.....	2 5/12	3/4	Department store. Hop picking...	Hop picking... Grocery store..	2/3 1 1/12	Disagreement with employer. Seasonal employment.
210	18	2/3	.....	.....	.....	1	Department store.	Department store.	1	(2).....
211	18	1/12	.....	.....	.....	.....	.....	.....	.....	.....

[1] Less than 1 year.

[2] Not reported.

PLOYED IN PORTLAND AND SALEM DEPARTMENT AND OTHER RETAIL MINATIONS WENT INTO EFFECT—Continued.

PORTLAND: Saleswomen—Concluded.

Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.					Data for last pay-roll period in October, 1914.						
Occupation.			Weekly rate of pay.		Department or occupation.	Rate of pay per week.	Actual weekly hours worked.	Full days lost during 2 wks.	Weekly wages.	Weekly earnings (including P. M.'s and commissions).	Individual No.
Change from—	Change to—	Years in former occupation.	Former rate.	Present rate.							
Bundle wrapper.	Saleswoman.	2	$6.00	$6.92	Bargains	$6.92	49½	.....	$6.92	$6.92	186
.....do.....	.....do.....	1	6.00	6.92	Corsets	6.92	49½	.....	6.92	6.92	187
.....	.....	.....	5.00	6.92	Notions	6.92	49½	.....	6.92	6.92	188
Clerk.....	Demonstrator and saleswoman.	(2)	(2)	[3] 6.92	Paper goods.	6.92	41 9/10	2	5.86	5.86	189
Bundle wrapper.	Saleswoman.	2¾	.....	.....	Corsets	6.46	49½	.....	6.46	6.46	190
Cash girl.....	.....do.....	2	6.00	6.46	Handkerchiefs.	6.46	49½	.....	6.46	6.46	191
.....	.....	.....	.....	.....	Art needlework.	6.00	49½	.....	6.00	6.00	192
Bundle wrapper.	Saleswoman.	1⅛	.....	.....	General	6.00	49½	.....	6.00	6.00	193
.....	.....	.....	.....	.....	Gloves	6.00	49½	.....	6.00	6.00	194
.....	.....	.....	.....	.....	Millinery	6.00	49½	.....	6.00	6.00	195
.....	.....	.....	.....	.....	Bargain millinery.	6.00	49½	.....	6.00	6.00	196
Bundle wrapper.	Saleswoman.	1	.....	.....	Jewelry	6.00	49½	.....	6.00	6.00	197
Clerk.....	.....do.....	3½	6.92	6.00	Patterns	6.00	49½	.....	6.00	6.00	198
.....	.....	.....	.....	.....	Linens	6.00	48	.....	6.00	6.00	199
.....	.....	.....	.....	.....	Candies	6.00	50	.....	6.00	6.00	200
.....	.....	.....	.....	.....	Notions	6.00	47⅗	.....	5.77	5.77	201
.....	.....	.....	.....	.....	Infants' wear.	6.00	46¼	.....	5.65	5.65	202
.....	.....	.....	.....	.....	Bargains	6.00	45 7/10	1	5.54	5.54	203
Cashier.....	Saleswoman.	1½	.....	.....	Drugs	6.00	45⅘	1	5.54	5.54	204
.....	.....	.....	.....	.....	Bargains	6.00	49½	.....	6.00	6.00	205
.....	.....	.....	9.23	6.00	Crockery	6.00	50	.....	6.00	6.00	206
Transfer girl.	Saleswoman.	1 9/24	.....	.....	Stationery	6.00	49½	.....	6.00	6.00	207
.....	.....	.....	.....	(3)	Corsets	6.00	49½	.....	6.00	7.38	208
.....	.....	.....	.....	.....	Groceries	[4] 6.00	38	4	4.00	4.00	209
Cashier.....	Saleswoman.	1	.....	.....	Hosiery	6.00	36	.....	4.38	4.38	210
.....	.....	.....	.....	.....	.....do.....	6.00	36	.....	4.38	4.38	211

[3] At present receives some P. M.'s.

[4] Dinners in addition.

TABLE I.—CHANGES IN THE INDUSTRIAL STATUS OF WOMEN EM
STORES SINCE THE MINIMUM-WAGE DETER

PORTLAND: Workroom employees.

Individual No.	Age.	Years of experience.					Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.			
		In selling department.	In alteration or millinery department.	In office (clerical).	As cash girl, bundle wrapper, errand girl, stock girl, etc.	As cashier (tube or floor).	Place of employment.			
							Change from—	Change to—	Years in former position.	Reason for change.
1	40	.....	7	.....	.....	.....	.....	.....	.....	.....
2	(1)	.....	15	.....	.....	.....	.....	.....	.....	.....
3	50	.....	35	.....	.....	.....	.....	.....	.....	.....
4	27	10	5	.....	.....	.....	.....	.....	.....	.....
5	22	.....	6	.....	.....	.....	.....	.....	.....	.....
6	35	.....	5½	.....	.....	.....	.....	.....	.....	.....
7	26	.....	5	.....	.....	.....	.....	.....	.....	.....
8	(1)	.....	20	.....	.....	.....	.....	.....	.....	.....
9	42	.....	13	.....	.....	.....	.....	.....	.....	.....
10	(2)	.....	6	.....	.....	.....	.....	.....	.....	.....
11	35	.....	[3] 7	.....	.....	.....	.....	.....	.....	.....
12	23	3½	½	.....	.....	.....	.....	.....	.....	.....
13	24	.....	4	.....	.....	.....	Millinery store.	Department store.	½	Moved from out of town.
14	17	1	1	.....	.....	.....	.....	.....	.....	.....
15	22	.....	2	.....	.....	.....	.....	.....	.....	.....
16	20	1	3	.....	.....	.....	.....	.....	.....	.....
17	21	.....	6	.....	.....	.....	.....	.....	.....	.....
18	20	.....	1½	.....	.....	.....	.....	.....	.....	.....
19	22	.....	4	.....	.....	.....	.....	.....	.....	.....
20	19	.....	2½	.....	3	.....	.....	.....	.....	.....
21	22	.....	5	.....	.....	.....	.....	.....	.....	.....
22	22	.....	4	.....	.....	.....	Dry-goods store	Department store.	(2)	Laid off at end of season.
23	27	.....	5	.....	.....	.....	Department store.	.....do.....	1	.....do.....
24	21	.....	3	.....	⅙	.....	.....	.....	.....	.....
25	28	.....	6	.....	.....	.....	Department store.	Housekeeper...	¹⁷⁄₂₄	Personal.....

[1] Over 40 years of age. [2] Not reported. [3] Includes experience as saleswoman.

PLOYED IN PORTLAND AND SALEM DEPARTMENT AND OTHER RETAIL MINATIONS WENT INTO EFFECT—Continued.

PORTLAND: Workroom employees.

Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.					Data for last pay-roll period in October, 1914.						
Occupation.			Weekly rate of pay.								
Change from—	Change to—	Years in former occupation.	Former rate.	Present rate.	Department or occupation.	Rate of pay per week.	Actual weekly hours worked.	Full days lost during 2 wks.	Weekly wages.	Weekly earnings (including P. M.'s and commissions).	Individual No.
.....	.....	.....	$18.46	$19.61	Alteration, cloak and suit.	$19.61	48	.....	$19.61	$19.61	1
.....	.....	.....	.....	.....	.....do.....	18.46	49½	.....	18.46	18.46	2
.....	.....	.....	.....	.....	.....do.....	15.00	49½	.....	15.00	15.00	3
.....	.....	.....	.....	.....	Alteration, corsets.	14.00	49½	.....	14.00	14.00	4
.....	.....	.....	10.00	14.00	Alteration, cloak and suit.	14.00	48	.....	14.00	14.00	5
.....	.....	.....	.....	.....	Workroom, pennants.	13.84	49½	.....	13.84	13.84	6
.....	.....	.....	.....	.....	Workroom, carpets.	13.84	49½	.....	13.84	13.84	7
.....	.....	.....	.....	.....	Workroom, millinery.	13.84	47⅝	.....	13.80	13.80	8
.....	.....	.....	.....	.....	.....do.....	13.75	49½	.....	13.75	13.75	9
.....	.....	.....	.....	.....	Workroom, shades.	12.69	48	.....	12.69	12.69	10
.....	.....	.....	12.69	11.54	Alteration, cloak and suit.	11.54	49½	.....	11.54	11.54	11
Saleswoman	Mender.....	3½	.....	.....	Workroom, gloves.	11.54	49½	.....	11.54	11.54	12
.....	.....	.....	.....	.....	Workroom, millinery.	10.38	49½	.....	10.38	10.38	13
Saleswoman	Alteration hand.	1	.....	.....	Alteration, cloak and suit.	9.25	49½	.....	9.25	9.25	14
.....	.....	.....	8.25	9.25	Workroom, millinery.	9.25	49½	.....	9.25	9.25	15
.....	.....	.....	8.00	9.25	.....do.....	9.25	45⅜	1	7.71	7.71	16
.....	.....	.....	.....	.....	.....do.....	9.23	49½	.....	9.23	9.23	17
.....	.....	.....	6.92	9.23	Alteration, cloak and suit.	9.23	49½	.....	9.23	9.23	18
.....	.....	.....	8.08	9.23	.....do.....	9.23	49½	.....	9.23	9.23	19
.....	.....	.....	8.08	9.23	Alteration, corsets.	9.23	49½	.....	9.23	9.23	20
.....	.....	.....	8.08	9.23	.....do.....	9.23	49½	.....	9.23	9.23	21
.....	.....	.....	.....	.....	Workroom, millinery.	9.23	45⅜	1	8.52	8.52	22
.....	.....	.....	10.00	9.23	.....do.....	9.23	47⅗	.....	8.87	8.87	23
Alteration hand. / Stock girl...	Stock girl... / Alteration hand.	3 / ½	.....	.....	Alteration, cloak and suit.	6.00	49½	.....	6.00	6.00	24
Alteration hand.	Housekeeper.	6	14.00	(2)	Housekeeping.	(2)	(2)	(2)	(2)	(2)	25

TABLE I.—CHANGES IN THE INDUSTRIAL STATUS OF WOMEN EM STORES SINCE THE MINIMUM-WAGE DETER

PORTLAND: Office employees.

Individual No.	Age.	Years of experience.					Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.			
							Place of employment.			
		In selling department.	In alteration or millinery department.	In office (clerical).	As cash girl, bundle wrapper, errand girl, stock girl, etc.	As cashier (tube or floor).	Change from—	Change to—	Years in former position.	Reason for change.
1	(1)	.....	.....	14	.....	.....	.....	.....	.....	.....
2	(2)	.....	.....	15	.....	.....	.....	.....	.....	.....
3	26	.....	.....	4	.....	.....	.....	.....	.....	.....
4	22	.....	.....	5	.....	.....	.....	.....	.....	.....
5	28	.....	.....	7/12	6	5/12	.....	.....	.....	.....
6	23	.....	.....	6	.....	.....	.....	.....	.....	.....
7	18	.....	.....	1	.....	1	.....	.....	.....	.....
8	20	.....	.....	5	.....	.....	.....	.....	.....	.....
9	23	.....	.....	5	.....	.....	.....	.....	.....	.....
10	24	.....	.....	2	2	.....	.....	.....	.....	.....
11	22	.....	.....	2	.....	.....	.....	.....	.....	.....
12	20	.....	.....	2	1	.....	.....	.....	.....	.....
13	21	2	.....	1/6	.....	.....	5 and 10 cent store.	Office.....	2	Personal.....
14	18	.....	.....	2	.....	.....	.....	.....	.....	.....
15	21	.....	.....	5	.....	.....	.....	.....	.....	.....
16	21	.....	.....	4	.....	.....	.....	.....	.....	.....
17	24	.....	.....	5	.....	.....	.....	.....	.....	.....
18	25	.....	.....	5 1/2	.....	.....	.....	.....	.....	.....
19	20	.....	.....	2	.....	.....	.....	.....	.....	.....
20	19	.....	.....	1 1/2	.....	.....	.....	.....	.....	.....
21	25	.....	.....	7	2	.....	.....	.....	.....	.....
22	23	.....	.....	1 1/2	.....	.....	.....	.....	.....	.....
23	20	.....	.....	4	.....	.....	.....	.....	.....	.....
24	18	.....	.....	2	.....	.....	.....	.....	.....	.....
25	22	.....	.....	3/4	3 1/2	.....	.....	.....	.....	.....
26	24	.....	.....	1 1/2	4 1/2	.....	.....	.....	.....	.....
27	29	.....	.....	4 1/2	.....	.....	.....	.....	.....	.....
28	20	.....	.....	1 1/6	.....	.....	.....	.....	.....	.....
29	23	.....	.....	4	.....	.....	.....	.....	.....	.....
30	20	.....	.....	3	1	.....	.....	.....	.....	.....
31	19	.....	.....	2 1/2	.....	.....	.....	.....	.....	.....
32	18	.....	.....	2 1/8	.....	.....	.....	.....	.....	.....
33	16	.....	.....	1 1/3	.....	.....	.....	.....	.....	.....
34	20	.....	.....	1/6	4 1/6	.....	Department store.	Newspaper office.	4 1/6	Could not obtain legal minimum.
35	21	.....	.....	2/3	3	.....	.....	.....	.....	.....
36	19	1	.....	1/3	.....	.....	5 and 10 cent store.	Meat market...	1	Personal.....
37	19	1/6	.....	5/6	.....	1	.....	.....	.....	.....
38	23	.....	.....	6	.....	.....	.....	.....	.....	.....
39	20	.....	.....	1/4	1 3/4	.....	.....	.....	.....	.....
40	19	.....	.....	1/6	.....	2	.....	.....	.....	.....
41	19	.....	.....	7/12	1 5/12	.....	General store...	Department store.	2/3	Moved from out of town.
42	21	2	.....	3/4	.....	1 1/4	.....	.....	.....	.....
43	19	.....	.....	1/2	2 1/3	.....	.....	.....	.....	.....
44	17	.....	.....	1	.....	.....	.....	.....	.....	.....
45	17	.....	.....	(4)	.....	.....	.....	.....	.....	.....

[1] Over 30, but under 35 years of age.

[2] Over 35 years of age.

PLOYED IN PORTLAND AND SALEM DEPARTMENT AND OTHER RETAIL MINATIONS WENT INTO EFFECT—Continued.

PORTLAND: Office employees.

Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.					Data for last pay-roll period in October, 1914.						
Occupation.			Weekly rate of pay.								
Change from—	Change to—	Years in former occupation.	Former rate.	Present rate.	Department or occupation.	Rate of pay per week.	Actual weekly hours worked.	Full days lost during 2 wks.	Weekly wages.	Weekly earnings (including P. M.'s and commissions).	Individual No.
....	....	......	$15.00	$16.15	Cashier	$16.15	49½	......	$16.15	$16.15	1
....	....	......	......	......	Mail-order clerk.	13.84	49½	......	13.84	13.84	2
....	....	......	11.54	12.69	Cashier	12.69	53⅙	......	12.69	12.69	3
....	....	......	11.54	12.69	Bookkeeper	12.69	49½	......	12.69	12.69	4
Cashier, tube	Cashier, office.	5/12	10.38	11.54	Cashier	11.54	49½	......	11.54	11.54	5
....	....	......	[3]	[3]	Auditor	11.54	49½	......	11.54	11.54	6
....	....	......	7.50 10.25	10.25 11.25	Clerk	11.25	49½	......	11.25	11.25	7
....	....	......	9.23	10.38	Auditor	10.38	49½	......	10.38	10.38	8
....	....	......	......	......	Complaint clerk.	10.38	49½	......	10.38	10.38	9
....	....	......	......	......	Bill clerk	10.38	49½	......	10.38	10.38	10
....	....	......	9.00	10.00	....do....	10.00	49½	......	10.00	10.00	11
....	....	......	9.34	9.92	Cashier	9.92	49½	......	9.92	9.92	12
Saleswoman	Stenographer.	2	7.50	9.75	Stenographer.	9.75	45	......	9.75	9.75	13
....	....	......	7.50	9.25	Stock clerk	9.25	49½	......	9.25	9.25	14
....	....	......	[3]	[3]	Auditor	9.23	49½	......	9.23	9.23	15
....	....	......	8.08	9.23	Clerk	9.23	49½	......	9.23	9.23	16
....	....	......	......	......	....do....	9.23	49½	......	9.23	9.23	17
....	....	......	......	......	Complaint clerk.	9.23	49½	......	9.23	9.23	18
....	....	......	......	......	Bookkeeper	9.23	48	......	9.23	9.23	19
....	....	......	8.65	9.23	Clerk	9.23	48	......	9.23	9.23	20
....	....	......	......	......	Bookkeeper	9.23	48	......	9.23	9.23	21
....	....	......	6.00	9.23	Bill clerk	9.23	47⅗	......	8.87	8.87	22
....	....	......	6.92	9.23	Clerk	9.23	49½	......	9.23	9.23	23
....	....	......	6.00	9.23	Bookkeeper	9.23	49½	......	9.23	9.23	24
....	....	......	8.08	9.23	Clerk	9.23	49½	......	9.23	9.23	25
....	....	......	8.54	9.23	....do....	9.23	49½	......	9.23	9.23	26
....	....	......	......	......	Bill clerk	9.23	49½	......	9.23	9.23	27
....	....	......	6.92	9.23	Clerk	9.23	49½	......	9.23	9.23	28
....	....	......	8.08	9.23	....do....	9.23	49½	......	9.23	9.23	29
....	....	......	6.92	9.23	....do....	9.23	49½	......	9.23	9.23	30
....	....	......	......	......	Stenographer.	8.08	49½	......	8.08	8.08	31
....	....	......	......	......	Typist	8.08	49½	......	8.08	8.08	32
....	....	......	6.00 6.92	6.92 8.08	Stenographer.	8.08	49½	......	8.08	8.08	33
Errand girl	Stenographer.	4⅙	6.92	8.00	....do....	8.00	45	......	8.00	8.00	34
Cashier	Clerk	3	7.00	8.00	Clerk	8.00	44	1	7.37	7.37	35
Saleswoman	....do....	1	5.00	7.50	....do....	7.50	[3]	2	6.25	6.25	36
Cashier Saleswoman	Saleswoman Bill clerk	1 ⅙	6.00	7.50	Bill clerk	7.50	49½	......	7.50	7.50	37
....	....	......	......	......	Cashier	7.38	49½	......	7.38	7.38	38
Stock girl	Clerk	1¾	6.50	7.25	Clerk	7.25	49½	......	7.25	7.25	39
Cashier	....do....	2	......	......	....do....	6.92	48	......	6.92	6.92	40
Wrapper	Mail-order clerk.	1 5/12	6.00	6.92	Mail-order clerk.	6.92	49½	......	6.92	6.92	41
....	....	......	......	......	....do....	6.50	49½	......	6.50	6.50	42
Wrapper	Clerk	2⅓	6.00	6.46	....do....	6.46	52½	......	6.46	6.46	43
....	....	......	......	......	Bill clerk	6.00	49½	......	6.00	6.00	44
....	....	......	......	......	Stenographer.	6.00	49½	......	6.00	6.00	45

[3] Not reported.

[4] Less than 1 year.

TABLE I.—CHANGES IN THE INDUSTRIAL STATUS OF WOMEN EM STORES SINCE THE MINIMUM-WAGE DETER

PORTLAND: Office employees—Concluded.

Individual No.	Age.	Years of experience.					Changes since Sept 1, 1913 (1 month before first determinations went into effect), of individuals having any change in place of employment, occupation, or rate of pay.			
							Place of employment.			
		In selling department.	In alteration or millinery department.	In office (clerical).	As cash girl, bundle wrapper, errand girl, stock girl, etc.	As cashier (tube or floor).	Change from—	Change to—	Years in former position.	Reason for change.
46	20	.....	.....	1	.....	.....	.....	.....	.....	.....
47	20	.....	.....	¼	2	.....	.....	.....	.....	.....
48	19	.....	.....	⅙	1⅓	.....	.....	.....	.....	.....
49	18	.....	.....	1 1/24	.....	.....	.....	.....	.....	.....
50	16	.....	.....	3/52	.....	.....	.....	.....	.....	.....
51	18	.....	.....	11/12	.....	.....	.....	.....	.....	.....
52	19	.....	.....	½	.....	.....	.....	.....	.....	.....
53	19	.....	.....	½	.....	.....	.....	.....	.....	.....
54	29	.....	.....	1/26	⅚	.....	.....	.....	.....	.....
55	22	.....	.....	1¼	.....	.....	Printing office..	Department store.	½	(1) .....
56	18	.....	.....	1	.....	.....	.....	.....	.....	.....
57	17	.....	.....	1/26	.....	.....	.....	.....	.....	.....

PORTLAND: Cashiers (tube and floor).

1	23	.....	.....	.....	.....	6	.....	.....	.....	.....
2	28	.....	.....	.....	.....	10	.....	.....	.....	.....
3	23	.....	.....	.....	.....	8	.....	.....	.....	.....
4	19	.....	.....	.....	.....	2¼	.....	.....	.....	.....
5	20	.....	.....	.....	.....	4	.....	.....	.....	.....
6	20	.....	.....	.....	.....	1½	.....	.....	.....	.....
7	19	.....	.....	.....	1⅓	⅔	.....	.....	.....	.....
8	19	.....	.....	.....	⅙	1⅚	.....	.....	.....	.....
9	20	.....	.....	.....	.....	3	.....	.....	.....	.....
10	20	.....	.....	.....	.....	2½	.....	.....	.....	.....
11	19	.....	.....	.....	.....	3	.....	.....	.....	.....
12	19	.....	.....	.....	1¼	2¼	.....	.....	.....	.....
13	20	.....	.....	.....	.....	1 5/24	.....	.....	.....	.....
14	18½	.....	⅙	.....	.....	2	.....	.....	.....	.....
15	20	.....	.....	.....	2½	1½	.....	.....	.....	.....
16	21	.....	.....	.....	.....	4	.....	.....	.....	.....
17	20	.....	.....	.....	.....	4	.....	.....	.....	.....
18	19	.....	.....	1¼	1¾	2	.....	.....	.....	.....
19	22	.....	.....	.....	.....	1½	.....	.....	.....	.....
20	19	.....	.....	.....	.....	1½	.....	.....	.....	.....
21	18	2½	.....	.....	.....	½	Dry-goods store	Department store.	2½	Laid off because of hour restrictions.
22	19	.....	.....	1/12	.....	2	Department store. / Office.....	Office..... / Department store.	1 5/12	Laid off; temporary employment.
23	20	.....	.....	.....	.....	¾	.....	.....	.....	.....
24	18	.....	.....	.....	1½	½	.....	.....	.....	.....

[1] Not reported.

PLOYED IN PORTLAND AND SALEM DEPARTMENT AND OTHER RETAIL MINATIONS WENT INTO EFFECT—Continued.

PORTLAND: Office employees—Concluded.

Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.					Data for last pay-roll period in October, 1914.						
Occupation.			Weekly rate of pay.		Department or occupation.	Rate of pay per week.	Actual weekly hours worked.	Full days lost during 2 wks.	Weekly wages.	Weekly earnings (including P. M.'s and commissions).	Individual No.
Change from—	Change to—	Years in former occupation.	Former rate.	Present rate.							
.....	.....	.....	.....	.....	Clerk.....	$6.00	47⅗	.....	$6.00	$6.00	46
Messenger...	Clerk.....	2	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	47
Bundle wrapper.	.....do.....	1⅓	.....	.....	Mail-order clerk.	6.00	51½	.....	6.00	6.00	48
.....	.....	.....	.....	.....	Clerk.....	6.00	48	.....	6.00	6.00	49
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	50
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	51
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	52
.....	.....	.....	.....	.....	Auditor.....	6.00	49½	.....	6.00	6.00	53
Marker.....	Clerk.....	⅝	.....	.....	Clerk.....	6.00	49½	.....	6.00	6.00	54
Compositor..	.....do.....	½	$5.88	$6.00	Mail-order clerk.	6.00	49½	.....	6.00	6.00	55
.....	.....	.....	.....	.....	Clerk.....	6.00	46⅕	1	5.54	5.54	56
.....	.....	.....	.....	.....	Mail-order clerk.	6.00	48	.....	6.00	6.00	57

PORTLAND: Cashiers (tube and floor).

.....	.....	.....	.....	.....	Cashier, tube	$13.84	49¾	.....	$13.84	$13.84	1
.....	.....	.....	.....	.....	.....do.....	12.69	49¾	.....	12.69	12.69	2
.....	.....	.....	.....	.....	.....do.....	10.38	49½	.....	10.38	10.38	3
.....	.....	.....	$6.00	$10.11	Cashier, floor	10.11	35½	.....	7.25	7.25	4
.....	.....	.....	8.42	9.81	Cashier, tube	9.81	49⅔	.....	9.81	9.81	5
.....	.....	.....	6.00	9.25	Cashier, floor	9.25	49½	.....	9.25	9.25	6
Bundle wrapper.	Cashier.....	1⅓	7.50	9.25	.....do.....	9.25	49½	.....	9.25	9.25	7
.....	.....	.....	6.50 7.00	7.00 9.25	.....do.....	9.25	49½	.....	9.25	9.25	8
.....	.....	.....	7.00 9.75 10.11	9.75 10.11 9.25	.....do.....	9.25	49½	.....	9.25	9.25	9
.....	.....	.....	6.92	9.23	.....do.....	9.23	50¼	.....	[2] 8.98	[2] 8.98	10
.....	.....	.....	.....	.....	.....do.....	9.23	49½	.....	9.23	9.23	11
.....	.....	.....	6.92	9.23	.....do.....	9.23	49½	.....	9.23	9.23	12
.....	.....	.....	6.00	9.23	.....do.....	9.23	49⁹⁄₁₀	.....	9.23	9.23	13
.....	.....	.....	6.00	9.23	.....do.....	9.23	51	.....	9.23	9.23	14
.....	.....	.....	6.92	9.23	.....do.....	9.23	48	.....	9.23	9.23	15
.....	.....	.....	8.08	9.23	.....do.....	9.23	49½	.....	9.23	9.23	16
.....	.....	.....	8.08	9.23	Cashier, tube	9.23	49⅔	.....	9.23	9.23	17
.....	.....	.....	.....	.....	Cashier, floor	9.23	48	.....	9.23	9.23	18
.....	.....	.....	6.00	9.23	.....do.....	9.23	50⅙	.....	[2] 8.15	[2] 8.15	19
.....	.....	.....	6.00	7.50	.....do.....	7.50	49½	.....	7.50	7.50	20
Saleswoman.	Cashier.....	2½	6.00	7.00	.....do.....	7.00	49½	.....	7.00	7.00	21
Cashier.....	Clerk.....	2	6.00	7.00	.....do.....	7.00	45⅙	1	6.42	6.42	22
Clerk.....	Cashier.....	1/12									
.....	.....	.....	6.00	6.92	.....do.....	6.92	49½	.....	6.92	6.92	23
Wrapper....	Cashier, tube	1½	6.00	6.92	Cashier, tube	6.92	48	.....	6.92	6.92	24

[2] Deductions made for mistakes in making change.

TABLE I.—CHANGES IN THE INDUSTRIAL STATUS OF WOMEN EM STORES SINCE THE MINIMUM-WAGE DETER

PORTLAND: Cashiers (tube and floor)—Concluded.

Individual No.	Age.	Years of experience.					Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.			
		In selling department.	In alteration or millinery department.	In office (clerical).	As cash girl, bundle wrapper, errand girl, stock girl, etc.	As cashier (tube or floor).	Place of employment.			
							Change from—	Change to—	Years in former position.	Reason for change.
25	20	2/3	.....	.....	.....	1/4	Dry-goods store / Department store.	Department store. / .....do.....	5/12 / 1/4	Better position.... / Because of part-time work.
26	19	.....	.....	.....	.....	3/12	.....	.....	.....	.....
27	18	.....	.....	1/4	.....	1/3	Laundry office.	Department store.	1/4	Laid off.....
28	20	.....	1	.....	.....	1/2	Wholesale millinery.	.....do.....	1	Better position....
29	18	.....	.....	.....	.....	1	Dry-goods store	.....do.....	5/6	Failure of firm....
30	20	1/8	.....	.....	1/4	1 2/3	.....	.....	.....	.....
31	18	.....	.....	.....	.....	1	.....	.....	.....	.....
32	20	.....	.....	.....	1/6	1 1/6	.....	.....	.....	.....
33	20	.....	.....	.....	.....	2/3	.....	.....	.....	.....
34	17	.....	.....	1	.....	1/2	Office.....	Department store.	1	Lost position through illness.
35	16	.....	.....	.....	.....	1	.....	.....	.....	.....
36	18	.....	.....	.....	.....	1	.....	.....	.....	.....
37	16	.....	.....	.....	.....	3/12	.....	.....	.....	.....
38	17	.....	.....	.....	.....	1/26	.....	.....	.....	.....
39	18	1/6	.....	.....	.....	1	Dry-goods store	Department store.	1/6	Laid off; business depression.
40	17	.....	.....	.....	.....	3/26	.....	.....	.....	.....
41	21	.....	.....	.....	1	1/2	Department store.	Department store.	1	Personal reasons..
42	16	.....	.....	.....	.....	3/4	.....do.....	.....do.....	1 7/4	Moved from out of town.
43	17	.....	.....	.....	.....	3/26	.....	.....	.....	.....
44	21	1	.....	.....	.....	3/26	Grocery store..	Department store.	1	Moved from out of town.
45	17	.....	.....	.....	.....	1/2	.....	.....	.....	.....
46	17	.....	.....	.....	2	5/12	Dry-goods store	Department store.	1	Better position....
47	17	.....	1	.....	.....	1/2	Wholesale millinery.	.....do.....	1	.....do.....

[1] Deductions made for mistakes in making change.

PLOYED IN PORTLAND AND SALEM DEPARTMENT AND OTHER RETAIL MINATIONS WENT INTO EFFECT—Continued.

PORTLAND: Cashiers (tube and floor)—Concluded.

Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.					Data for last pay-roll period in October, 1914.						
Occupation.			Weekly rate of pay.								
Change from—	Change to—	Years in former occupation.	Former rate.	Present rate.	Department or occupation.	Rate of pay per week.	Actual weekly hours worked.	Full days lost during 2 wks.	Weekly wages.	Weekly earnings (including P. M.'s and commissions).	Individual No.
Saleswoman	Cashier	⅔	$6.00	$8.18	Cashier, floor	$6.00	49½	.....	$6.00	$6.00	25
			8.18	6.00							
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	26
Bookkeeper.	Cashier.....	¼	5.00	6.00	.....do.....	6.00	49½	.....	6.00	6.00	27
Millinery maker.	.....do.....	1	4.15	6.00	.....do.....	6.00	49½	.....	6.00	6.00	28
.....	.....	.....	.....	.....	Cashier, tube	6.00	51½	.....	6.00	6.00	29
.....	.....	.....	.....	.....	Cashier, floor	6.00	49½	.....	6.00	6.00	30
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	31
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	32
.....	.....	.....	.....	.....	.....do.....	6.00	48	.....	6.00	6.00	33
Clerk.....	Cashier.....	1	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	34
.....	.....	.....	.....	.....	.....do.....	6.00	48	.....	6.00	6.00	35
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	36
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	37
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	38
Saleswoman.	Cashier.....	⅙	.....	.....	.....do.....	6.00	48	.....	6.00	6.00	39
.....	.....	.....	.....	.....	.....do.....	6.00	48	.....	6.00	6.00	40
Bundle wrapper.	Cashier.....	1	4.61	6.00	.....do.....	6.00	49½	.....	6.00	6.00	41
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	[1] 5.88	[1] 5.88	42
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	5.77	5.77	43
Saleswoman.	Cashier.....	1	.....	.....	.....do.....	6.00	47⅚	.....	5.75	5.75	44
.....	.....	.....	.....	.....	.....do.....	6.00	45⅝	1	5.50	5.50	45
Transfer girl.	Cashier.....	2	.....	.....	.....do.....	6.00	46⅞	1	5.50	5.50	46
Millinery maker.	.....do.....	1	4.15	6.00	.....do.....	6.00	36 3/10	3	4.61	4.61	47

TABLE I.—CHANGES IN THE INDUSTRIAL STATUS OF WOMEN EM STORES SINCE THE MINIMUM-WAGE DETER

PORTLAND: Bundle wrappers, errand girls, etc.

Individual No.	Age.	Years of experience.					Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.			
							Place of employment.			
		In selling department.	In alteration or millinery department.	In office (clerical).	As cash girl, bundle wrapper, errand girl, stock girl, etc.	As cashier (tube or floor).	Change from—	Change to—	Years in former position.	Reason for change.
1	25	9			1¼					
2	19				3					
3	20				4					
4	19				1⅔					
5	20				4					
6	20				3					
7	17				1½					
8	18				7/24		Wholesale millinery.	Department store.	½	Left because of irregularity of employment.
							Department store.	Telephone company.	7/24	Discharged.
9	18				⅜					
10	18				9/12					
11	17				2					
12	19				1					
13	18				2					
14	18				1⅓					
15	18				1					
16	17				¾					
17	16				⅓					
18	17	1/24			⅛					
19	17				7/24					
20	17				7/12					
21	18				13/24					
22	18				1¼					
23	16				⅙					
24	17				1½					
25	18				¾					
26	14				⅛					
27	17				1					
28	17				⅔					
29	18				2⅙					
30	16				⅔					
31	16				⅔					
32	18	½			2⅔		5 and 10 cent store.	Department store.	½	Moved from out of town.
33	18				1½					
34	16			1/12	⅓					
35	17				7/12					
36	18				⅓	1⅔				
37	16				1					[1]
38	19				1 5/24					

[1] Occupation changes with demands of work.

PLOYED IN PORTLAND AND SALEM DEPARTMENT AND OTHER RETAIL MINATIONS WENT INTO EFFECT—Continued.

PORTLAND: Bundle wrappers, errand girls, etc.

Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.					Data for last pay-roll period in October, 1914.						
Occupation.			Weekly rate of pay.								
Change from—	Change to—	Years in former occupation.	Former rate.	Present rate.	Department or occupation.	Rate of pay per week.	Actual weekly hours worked.	Full days lost during 2 wks.	Weekly wages.	Weekly earnings (including P. M.'s and commissions).	Individual No.
.....	.....	.....	.....	.....	Stock girl...	$9.23	49½	.....	$9.23	$9.23	1
.....	.....	.....	$6.00	$9.23	.....do.....	9.23	49½	.....	9.23	9.23	2
.....	.....	.....	.....	.....	.....do.....	9.23	49½	.....	9.23	9.23	3
.....	.....	.....	8.08	9.23	Alteration attendant.	9.23	49½	.....	9.23	9.23	4
.....	.....	.....	6.00	9.23	Errand girl..	9.23	49½	.....	9.23	9.23	5
.....	.....	.....	6.92	7.50	Bundle wrapper.	9.23	51	.....	9.23	9.23	6
.....	.....	.....	7.50	9.23							
.....	.....	.....	6.00	6.92	Stock girl...	6.92	49½	.....	6.92	6.92	7
Millinery apprentice.	Stock girl...	6/12	1.50	6.00	Telephone operator.	6.60	32	2	5.50	5.50	8
Stock girl...	Telephone operator.	7/24	6.00	7.50							
			7.50	6.60							
.....	.....	.....	.....	.....	Transfer girl.	6.46	37⅛	.....	5.79	5.79	9
.....	.....	.....	.....	.....	Bundle wrapper.	6.00	49½	.....	6.00	6.00	10
.....	.....	.....	.....	.....	Errand girl..	6.00	48	.....	6.00	6.00	11
.....	.....	.....	.....	.....	Tag maker..	6.00	49½	.....	6.00	6.00	12
.....	.....	.....	.....	.....	Bundle wrapper.	6.00	50	.....	6.00	6.00	13
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	14
.....	.....	.....	.....	.....	Errand girl..	6.00	49½	.....	6.00	6.00	15
.....	.....	.....	.....	.....	Transfer girl.	6.00	49½	.....	6.00	6.00	16
.....	.....	.....	.....	.....	Bundle wrapper.	6.00	49½	.....	6.00	6.00	17
Saleswoman.	Bundle wrapper.	1/24	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	18
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	19
.....	.....	.....	.....	.....	.....do.....	6.00	50½	.....	6.00	6.00	20
.....	.....	.....	.....	.....	Transfer girl.	6.00	49½	.....	6.00	6.00	21
Bundle wrapper.	Stock girl...	1/6	.....	.....	Stock girl...	6.00	49½	.....	6.00	6.00	22
.....	.....	.....	.....	.....	Bundle wrapper.	6.00	49½	.....	6.00	6.00	23
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	24
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	25
.....	.....	.....	.....	.....	Transfer girl.	6.00	49½	.....	6.00	6.00	26
(1)	(1)	(1)	.....	.....	Stock girl...	6.00	49½	.....	6.00	6.00	27
.....	.....	.....	.....	.....	Bundle wrapper.	6.00	49½	.....	6.00	6.00	28
.....	.....	.....	4.61	6.00	Errand girl..	6.00	49½	.....	6.00	6.00	29
.....	.....	.....	.....	.....	Bundle wrapper.	6.00	49½	.....	6.00	6.00	30
.....	.....	.....	.....	.....	.....do.....	6.00	49½	.....	6.00	6.00	31
Saleswoman.	Button clamper.	½	.....	.....	Button clamper.	6.00	50	.....	6.00	6.00	32
Transfer girl.	Stock girl...	1	.....	.....	Stock girl...	6.00	49½	.....	6.00	6.00	33
.....	.....	.....	.....	.....	Transfer girl.	6.00	49½	.....	6.00	6.00	34
.....	.....	.....	.....	.....	Bundle wrapper.	6.00	47½	1	5.54	5.54	35
Cashier.....	Stock girl...	1⅔	5.00	6.00	Stock girl...	6.00	49½	.....	6.00	6.00	36
.....	.....	.....	5.00	6.00	Bundle wrapper.	6.00	49½	.....	6.00	6.00	37
Bundle wrapper.	Stock girl and saleswoman.	1	.....	.....	Stock girl...	6.00	41 9/10	2	5.08	5.08	38

TABLE I.—CHANGES IN THE INDUSTRIAL STATUS OF WOMEN EM STORES SINCE THE MINIMUM-WAGE DETER

SALEM.

Individual No.	Age.	Years of experience.					Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.			
							Place of employment.			
		In selling department.	In alteration or millinery department.	In office (clerical).	As cash girl, bundle wrapper, errand girl, stock girl, etc.	As cashier (tube or floor).	Change from—	Change to—	Years in former position.	Reason for change.
1	44	.....	7	.....	.....	.....	.....	.....	.....	.....
2	43	.....	[1] 4½	.....	.....	.....	.....	.....	.....	.....
3	24	6	.....	.....	.....	.....	.....	.....	.....	.....
4	21	4	.....	.....	.....	.....	.....	.....	.....	.....
5	19	⅔	.....	.....	.....	.....	5 and 10 cent store.	Office.....	½	Personal.....
6	32	9½	.....	.....	.....	.....	Office.....	School.....	⅛	.....do.....
7	45	10	.....	.....	.....	.....	.....	.....	.....	.....
8	27	8½	.....	.....	.....	.....	.....	.....	.....	.....
9	31	6	.....	.....	.....	.....	.....	.....	.....	.....
10	27	6	.....	.....	.....	.....	.....	.....	.....	.....
11	36	4	.....	.....	.....	.....	.....	.....	.....	.....
12	26	3	.....	.....	.....	.....	Dry-goods store	Dry-goods store	2¼	Disagreement with employer.
13	23	7	.....	.....	.....	.....	.....	.....	.....	.....
14	20	4½	.....	.....	.....	.....	.....	.....	.....	.....
15	28	4	.....	.....	.....	.....	.....	.....	.....	.....
16	64	12	.....	.....	.....	.....	.....	.....	.....	.....
17	25	5	.....	.....	.....	.....	Dry-goods store	Dry-goods store	½	Disagreement with employer.
18	26	6	.....	.....	.....	.....	.....do.....	Specialty store.	[2]	Closed business....
19	20	4	.....	.....	.....	.....	.....	.....	.....	.....
20	24	4	.....	.....	.....	.....	.....	.....	.....	.....
21	18	4¼	.....	.....	.....	.....	.....	.....	.....	.....
22	[4]	3	.....	.....	.....	.....	Dry-goods store	5 and 10 cent store.	⅙	Disagreement with employer.
23	26	[5] 5	.....	.....	.....	.....	.....	.....	.....	.....
24	18	.....	.....	.....	.....	1½	.....	.....	.....	.....
25	21	⅝	.....	.....	.....	.....	.....	.....	.....	.....
26	18	1	.....	.....	.....	.....	.....	.....	.....	.....
27	18	7/12	.....	.....	.....	.....	.....	.....	.....	.....
28	21	5/12	.....	.....	.....	.....	.....	.....	.....	.....
29	21	1 1/12	.....	⅙	.....	.....	Dry-goods store	Hardware store	1½	Better position....
30	30	.....	5	.....	.....	.....	Specialty store.	Beauty parlor..	1/15	Temporary employment.
31	19	¼	.....	.....	.....	.....	.....	.....	.....	.....
32	22	⅙	.....	.....	.....	.....	5 and 10 cent store.	Sanitarium	⅙	Personal.....

[1] Sells and helps fit.
[2] Not reported.
[3] In addition formerly received 5 per cent commission on all sales.
[4] Early twenties.

PLOYED IN PORTLAND AND SALEM DEPARTMENT AND OTHER RETAIL MINATIONS WENT INTO EFFECT—Concluded.

SALEM.

Changes since Sept. 1, 1913 (1 month before first determination went into effect), of individuals having any change in place of employment, occupation, or rate of pay.					Data for last pay-roll period in October, 1914.						
Occupation.			Weekly rate of pay.		Department or occupation.	Rate of pay per week.	Actual weekly hours worked.	Full days lost during 2 wks.	Weekly wages.	Weekly earnings (including P. M.'s and commissions).	Individual No.
Change from—	Change to—	Years in former occupation.	Former rate.	Present rate.							
.....	.....	.....	$21.25	$15.00	Alteration, hand.	$15.00	48	.....	$15.00	$15.00	1
.....	.....	.....	.....	.....	Fitter and saleswoman.	15.00	50	.....	15.00	15.00	2
.....	.....	.....	16.00	13.13	Saleswoman, suits.	13.13	10	10	2.50	2.75	3
.....	.....	.....	9.00 11.00	11.00 12.00	Saleswoman, hosiery and underwear.	12.00	52½	.....	12.00	12.00	4
Saleswoman	Stenographer	⅔	6.00	(2)	Teacher.....	11.54	30	.....	11.54	11.54	5
Stenographer	Teacher.....	⅓	(2)	11.54							
.....	.....	.....	.....	.....	Saleswoman, ribbons, etc.	11.54	55½	.....	11.54	11.54	6
.....	.....	.....	.....	.....	.....do.....	11.54	45 7/10	1	10.65	(2)	7
.....	.....	.....	.....	.....	.....do.....	10.50	51¼	.....	10.50	10.50	8
.....	.....	.....	.....	.....	.....do.....	10.38	49½	.....	10.38	10.38	9
.....	.....	.....	.....	.....	.....do.....	10.38	49½	.....	10.38	10.38	10
.....	.....	.....	9.50	10.00	.....do.....	10.00	52	.....	10.00	10.75	11
.....	.....	.....	[3] 6.92	9.81	.....do.....	9.81	50	.....	9.81	9.81	12
.....	.....	.....	9.00	9.50	.....do.....	9.50	52½	.....	9.50	9.50	13
.....	.....	.....	9.00	9.50	.....do.....	9.50	48	.....	9.50	9.50	14
.....	.....	.....	.....	.....	.....do.....	9.23	51¼	.....	9.23	9.23	15
.....	.....	.....	.....	.....	.....do.....	9.23	49	.....	9.23	9.23	16
.....	.....	.....	8.00 6.92	6.92 9.00	....do.....	9.00	33 1/50	3	5.89	5.89	17
.....	.....	.....	6.00	9.00	.....do.....	9.00	48	.....	9.00	9.00	18
.....	.....	.....	.....	.....	.....do.....	9.00	49¼	.....	9.00	9.00	19
.....	.....	.....	6.92	8.51	.....do.....	8.51	49½	.....	8.51	.10.36	20
.....	.....	.....	7.00 7.50	7.50 8.50	....do.....	8.50	52½	.....	8.50	9.02	21
.....	.....	.....	.....	.....	.....do.....	8.25	52½	.....	8.25	8.25	22
.....	.....	.....	7.50	8.25	Workroom and saleswoman.	8.25	27	6	4.13	4.13	23
.....	.....	.....	7.50	8.00	Cashier.....	8.00	48	.....	8.00	8.00	24
.....	.....	.....	6.00 7.50	7.50 8.00	Saleswoman	8.00	52½	.....	8.00	8.00	25
.....	.....	.....	6.00 6.50	6.50 7.00	....do.....	7.00	52½	.....	7.00	7.00	26
.....	.....	.....	6.00 6.50	6.50 7.00	....do.....	7.00	51	.....	7.00	7.00	27
.....	.....	.....	6.00 6.50	[6] 6.50 [6] 7.00	....do.....	7.00	52½	.....	7.00	7.00	28
Saleswoman	Bookkeeper.	.....	9.00	14.00	Clerk.....	14.00	51	.....	14.00	14.00	29
Millinery maker.	Beauty parlor assistant.	5	8.25	6.00	Beauty parlor assistant.	6.00	44⅝	1	5.25	5.25	30
.....	.....	.....	.....	.....	Saleswoman	6.00	52½	.....	6.00	6.00	31
Saleswoman	Nurse.....	⅙	6.00	[7] 1.85	Nurse.....	[7] 1.85	53	.....	[7] 1.85	[7] 1.85	32

[5] Also includes experience in millinery workroom.
[6] No longer receives commission.
[7] Board and lodging not included.

TABLE II.—WOMEN WHO WERE NOT EMPLOYED IN OCTOBER, 1914, BUT DETERMINATIONS

PORTLAND.

Individual No.	Age.	Years of experience— In selling department.	In alteration or millinery department.	In office (clerical).	As cash girl, bundle wrapper, errand or stock girl.	As cashier (tube or floor).	Place of previous employment.	Years in service.
1	31	7	.....	1	.....	.....	Department store	6½
2	23	.....	.....	2 1/2 6	2	.....	do	4 5/12
3	30	1½	.....	.....	.....	.....	Specialty store	1½
4	23	.....	.....	4½	.....	.....	5 and 10 cent store	3
5	31	7	.....	.....	.....	.....	Department store	1/6
6	19	3	.....	.....	.....	.....	do	3
7	23	4 1/3	.....	.....	.....	.....	do	4 1/3
8	(1)	1	.....	.....	.....	.....	do	1/3
9	18	.....	.....	.....	1½	1½	Dry-goods store	3
10	19	1½	.....	.....	1	.....	Department store	(1)
11	21	.....	.....	3 11/12	1/12	.....	Dry-goods store	4
12	19	.....	.....	.....	1	2	Department store	3 1/6
13	17	.....	.....	1	.....	.....	Specialty store	1
14	19	2/3	.....	.....	.....	.....	Department store	2/3
15	20	.....	.....	.....	.....	2 4½	do	4½
16	19	.....	.....	.....	3	.....	do	3
17	19	.....	.....	.....	1 1/52	.....	do	1 1/52
18	20	.....	.....	.....	.....	2¼	do	2¼
19	16	.....	.....	.....	.....	7/12	do	7/12
20	20	5/12	.....	.....	.....	.....	5 and 10 cent store	5/12
21	18	2	.....	.....	.....	2	Department store	3
22	20	11/12	.....	.....	4	.....	do	5/6
23	20	.....	.....	.....	1½	.....	do	1½
24	17	.....	.....	.....	1 1/12	.....	do	1 1/12
25	19	.....	.....	.....	1 7/12	.....	do	1
26	21	.....	3/52	.....	2⅓	.....	do	2 5/13
27	19	5/12	.....	.....	.....	.....	5 and 10 cent store	5/12

SALEM.

1	44	.....	17	.....	.....	.....	Dry-goods store	3
2	26	.....	.....	2	.....	.....	Specialty store	2
3	19	2½	.....	.....	.....	.....	Dry-goods store	2½
4	18	1	.....	1/4	.....	.....	5 and 10 cent store	1
5	20	1/26	.....	.....	.....	.....	do	(4)
6	20	1	.....	.....	.....	.....	do	¾

[1] Not reported.

[2] Includes experience as wrapper.

WHO HAD BEEN EMPLOYED PRIOR TO THE TIME THE MINIMUM-WAGE WENT INTO EFFECT.

PORTLAND.

Reason for change of occupation.	Data for last pay-roll period in previous place of employment.					Individual No.
	Department or occupation.	Rate of pay per week.	Actual weekly hours.	Weekly wages.	Weekly earnings.	
Personal	Selling	$12.69	49½	$12.69	$12.69	1
do	Office	12.50	54	12.50	12.50	2
do	Selling	12.00	50	12.00	12.00	3
do	Office	11.54	50	11.54	11.54	4
Laid off; disagreement with employer.	Selling	10.61	49½	10.61	10.61	5
Disagreement with employer	do	9.25	49½	9.25	9.25	6
Personal	do	9.23	49½	9.23	9.23	7
do	do	9.23	49½	9.23	9.23	8
do	Cashier	9.23	48	9.23	9.23	9
Discharged; tardiness	Selling	9.23	49	9.23	9.23	10
Personal	Office	8.08	48	8.08	8.08	11
Disagreement with employer	Cashier	8.08	49½	8.08	8.08	12
Laid off; business dull	Office	8.00	50	8.00	8.00	13
do	Selling	7.38	49½	7.38	7.38	14
Personal	Cashier	6.92	49½	6.92	6.92	15
Laid off; firm refused to grant legal minimum.	Bundle wrapper	6.92	18½	2.66	2.66	16
do	do	6.00	18½	2.11	2.11	17
do	Cashier	6.00	49½	[3]	[3]	18
Laid off; errors in slips	do	6.00	48	6.00	6.00	19
Personal	Selling	6.00	50	6.00	6.00	20
Laid off; firm refused to grant legal minimum.	do	6.00	49½	6.00	6.00	21
do	do	6.00	49½	6.00	6.00	22
do	Bundle wrapper	6.00	49½	6.00	6.00	23
Laid off; business dull	do	6.00	49½	6.00	6.00	24
Personal	do	6.00	49½	6.00	6.00	25
Bundle wrapper's apprenticeship complete; refused to be saleswoman.	Workroom	6.00	49½	6.00	6.00	26
Discharged; conversing during business hours.	Selling	5.00	56	5.00	5.00	27

SALEM.

Personal	Workroom	$15.00	55	$15.00	$15.00	1
Disagreement with employer	Office	9.00	51½	9.00	9.00	2
Personal	Selling	8.50	52½	8.50	8.50	3
do	do	7.00	52½	7.00	7.00	4
Temporary employment	do	6.00	12¾	1.50	1.50	5
Personal	do	5.00	52½	5.00	5.00	6

[3] Loss for the period exceeds wages by $2.

[4] 3 days.

APPENDIX A.—ACT CREATING INDUSTRIAL WELFARE COMMISSION OF OREGON.

ACTS OF 1913.

CHAPTER 62.—*An act to protect the lives and health and morals of women and minor workers, and to establish an industrial welfare commission and define its powers and duties, and to provide for the fixing of minimum wages and maximum hours and standard conditions of labor for such workers, and to provide penalties for violation of this act.*

Whereas the welfare of the State of Oregon requires that women and minors should be protected from conditions of labor which have a pernicious effect on their health and morals, and inadequate wages and unduly long hours and insanitary conditions of labor have such a pernicious effect; therefore, be it enacted * * *:

SECTION 1. It shall be unlawful to employ women or minors in any occupation within the State of Oregon for unreasonably long hours; and it shall be unlawful to employ women or minors in any occupation within the State of Oregon under such surroundings or conditions—sanitary or otherwise—as may be detrimental to their health or morals; and it shall be unlawful to employ women in any occupation within the State of Oregon for wages which are inadequate to supply the necessary cost of living and to maintain them in health; and it shall be unlawful to employ minors in any occupation within the State of Oregon for unreasonably low wages.

SEC. 2. There is hereby created a commission composed of three commissioners, which shall be known as the "Industrial Welfare Commission"; and the word "commission" as hereinafter used refers to and means said "industrial welfare commission"; and the word "commissioner" as hereinafter used refers to and means a member of said "industrial welfare commission." Said commissioners shall be appointed by the governor. The governor shall make his first appointments hereunder within thirty days after this bill becomes a law; and of the three commissioners first appointed, one shall hold office until January first, nineteen hundred and fourteen, and another shall hold office until January first, nineteen hundred and fifteen, and the third shall hold office until January first, nineteen hundred and sixteen; and the governor shall designate the terms of each of said three first appointees. On or before the first day of January of each year, beginning with the year nineteen hundred and fourteen, the governor shall appoint a commissioner to succeed the commissioner whose term expires on said first day of January; and such new appointee shall hold office for the term of three years from said first day of January. Each commissioner shall hold office until his successor is appointed and has qualified; and any vacancy that may occur in the membership of said commission shall be filled by appointment by the governor for the unexpired portion of the term in which such vacancy occurs. A majority of said commissioners shall constitute a quorum to transact business, and the act or decision of such a majority shall be deemed the act or decision of said commission; and no vacancy shall impair the right of the remaining commissioners to exercise all the powers of said commission. The governor shall, so far as practicable, so select and appoint said commissioners—both the original appointments and all subsequent appointments—that at all times one of said commissioners shall represent the interests of the employing class and one of said commissioners shall represent the interests of the employed class and the third of said commissioners shall be one who will be fair and impartial between employers and employees and work for the best interests of the public as a whole.

SEC. 3. The first commissioners appointed under this act shall, within twenty days after their appointment, meet and organize said commission by electing one of their number as chairman thereof and by choosing a secretary of said commission; and by or before the tenth day of January of each year, beginning with the year nineteen hundred and fourteen, said commissioners shall elect a chairman and choose a secretary for the ensuing year. Each such chairman and each such secretary shall hold his or her position until his or her successor is elected or chosen; but said commission may at any time remove any secretary chosen hereunder. Said secretary shall not be a commissioner; and said secretary shall perform said duties as may be

prescribed and receive such salary as may be fixed by such commission. None of said commissioners shall receive any salary as such. All authorized and necessary expenses of said commission and all authorized and necessary expenditures incurred by said commission shall be audited and paid as other State expenses and expenditures are audited and paid.

SEC. 4. Said commission is hereby authorized and empowered to ascertain and declare, in the manner hereinafter provided, the following things: (a) Standards of hours of employment for women or for minors and what are unreasonably long hours for women or for minors in any occupation within the State of Oregon; (b) standards of conditions of labor for women or for minors in any occupation within the State of Oregon, and what surroundings or conditions—sanitary or otherwise—are detrimental to the health or morals of women or of minors in any such occupation; (c) standards of minimum wages for women in any occupation within the State of Oregon and what wages are inadequate to supply the necessary cost of living to any such women workers and to maintain them in good health; and (d) standards of minimum wages for minors in any occupation within the State of Oregon, and what wages are unreasonably low for any such minor workers.

SEC. 5. Said commission shall have full power and authority to investigate and ascertain the wages and the hours of labor and the conditions of labor of women and minors in the different occupations in which they are employed in the State of Oregon; and said commission shall have full power and authority, either through any authorized representative or any commissioner to inspect and examine any and all books and pay rolls and other records of any employer of women or minors that in any way appertain to or have a bearing upon the questions of wages or hours of labor or conditions of labor of any such women workers or minor workers in any of said occupations and to require from any such employer full and true statements of the wages paid to and the hours of labor of and the conditions of labor of all women and minors in his employment.

SEC. 6. Every employer of women or minors shall keep a register of the names of all women and all minors employed by him, and shall, on request, permit any commissioner or any authorized representative of said commission to inspect and examine such register. The word "minor," as used in this act, refers to and means any person of either sex under the age of eighteen years, and the word "women," as used in this act, refers to and means a female person of or over the age of eighteen years.

SEC. 7. Said commission may hold meetings for the transaction of any of its business at such times and places as it may prescribe; and said commission may hold public hearings at such times and places as it deems fit and proper for the purpose of investigating any of the matters it is authorized to investigate by this act. At any such public hearing any person interested in the matter being investigated may appear and testify. Said commission shall have power to subpœna and compel the attendance of any witness at any such public hearing or at any session of any conference called and held as hereinafter provided; and any commissioner shall have power to administer an oath to any witness who testifies at any such public hearing or at any such session of any conference. All witnesses subpœnaed by said commission shall be paid the same mileage and per diem as are allowed by law to witnesses in civil cases before the circuit court of Multnomah County.

SEC. 8. If, after investigation, said commission is of opinion that any substantial number of women workers in any occupation are working for unreasonably long hours or are working under surroundings or conditions detrimental to their health or morals or are receiving wages inadequate to supply them with the necessary cost of living and maintain them in health, said commission may call and convene a conference for the purpose and with the powers of considering and inquiring into and reporting on the subject investigated by said commission and submitted by it to such conference. Such conference shall be composed of not more than three representatives of the employers in said occupation and of an equal number of the representatives of the employees in said occupation and of not more than three disinterested persons representing the public and of one or more commissioners. Said commission shall name and appoint all the members of such conference and designate the chairman thereof. Said commission shall present to such conference all information and evidence in the possession or under the control of said commission which relates to the subject of the inquiry by such conference; and said commission shall cause to be brought before such conference any witnesses whose testimony said commission deems material to the subject of the inquiry by such conference. After completing its consideration of and inquiry into the subject submitted to it by said commission, such conference shall make and transmit to said commission a report containing the findings and recommendations of such conference on said subject. Accordingly as the subject submitted to it may require, such conference shall, in its report, make recommendations on any

or all of the following questions concerning the particular occupation under inquiry, to wit: (*a*) Standards of hours of employment for women workers and what are unreasonably long hours of employment for women workers; (*b*) standards of conditions of labor for women workers and what surroundings or conditions—sanitary or otherwise—are detrimental to the health or morals of women workers; (*c*) standards of minimum wages for women workers and what wages are inadequate to supply the necessary cost of living to women workers and maintain them in health. In its recommendations on a question of wages such conference shall, where it appears that any substantial number of women workers in the occupation under inquiry are being paid by piece rates as distinguished from time rate recommend minimum piece rates as well as minimum time rate and recommend such minimum piece rates as will in its judgment be adequate to supply the necessary cost of living to women workers of average ordinary ability and maintain them in health; and in its recommendations on a question of wages such conference shall, when it appears proper or necessary, recommend suitable minimum wages for learners and apprentices and the maximum length of time any woman worker may be kept at such wages as a learner or apprentice, which said wages shall be less than the regular minimum wages recommended for the regular women workers in the occupation under inquiry. Two-thirds of the members of any such conference shall constitute a quorum; and the decision or recommendation or report of such a two-thirds on any subject submitted shall be deemed the decision or recommendations or report of such conference.

SEC. 9. Upon receipt of any report from any conference said commission shall consider and review the recommendations contained in said report; and said commission may approve any or all of said recommendations or disapprove any or all of said recommendations; and said commission may resubmit to the same conference or a new conference any subject covered by any recommendations so disapproved. If said commission approves any recommendations contained in any report from any conference, said commission shall publish notice, not less than once a week for four successive weeks in not less than two newspapers of general circulation published in Multnomah County, that it will on a date and at a place named in said notice hold a public meeting at which all persons in favor of or opposed to said recommendations will be given a hearing; and after said publication of said notice and said meeting, said commission may, in its discretion, make and render such an order as may be proper or necessary to adopt such recommendations and carry the same into effect and require all employers in the occupation affected thereby to observe and comply with such recommendations and said order. Said order shall become effective in sixty days after it is made and rendered and shall be in full force and effect on and after the sixtieth day following its making and rendition. After said order becomes effective and while it is effective, it shall be unlawful for any employer to violate or disregard any of the terms or provisions of said order or to employ any woman worker in any occupation covered by said order for longer hours or under different surroundings or conditions or at lower wages than are authorized or permitted by said order. Said commission shall, as far as is practicable, mail a copy of any such order to every employer affected thereby; and every employer affected by any such order shall keep a copy thereof posted in a conspicuous place in each room in his establishment in which women workers work. No such order of said commission shall authorize or permit the employment of any woman for more hours per day or per week than the maximum now fixed by law.

SEC. 10. For any occupation in which only a minimum time-rate wage has been established, said commission may issue to a woman physically defective or crippled by age or otherwise a special license authorizing her employment at such wage less than said minimum time-rate wage as shall be fixed by said commission and stated in said license.

SEC. 11. Said commission may at any time inquire into wages or hours or conditions of labor of minors employed in any occupation in this State and determine suitable wages and hours and conditions of labor for such minors. When said commission has made such determination, it may issue an obligatory order in the manner provided for in section nine of this act, and after such order is effective, it shall be unlawful for any employer in said occupation to employ a minor at less wages or for more hours or under different conditions of labor than are specified or required in or by said order; but no such order of said commission shall authorize or permit the employment of any minor for more hours per day or per week than the maximum now fixed by law or at any times or under any conditions now prohibited by law.

SEC. 12. The word "occupation" as used in this act shall be so construed as to include any and every vocation and pursuit and trade and industry. Any conference may make a separate inquiry into and report on any branch of any occupation; and said commission may make a separate order affecting any branch of any occupation. Any conference may make different recommendations and said commission

may make different orders for the same occupation in different localities in the State when, in the judgment of such conference or said commission, different conditions in different localities justify such different recommendations or different orders.

SEC. 13. Said commission shall, from time to time, investigate and ascertain whether or not employers in the State of Oregon are observing and complying with its orders and take such steps as may be necessary to have prosecuted such employers as are not observing or complying with its orders.

SEC. 14. The "commissioner of labor statistics and inspector of factories and workshops" and the several officers of the "board of inspection of child labor" shall, at any and all times, give to said commission any information or statistics in their respective offices that would assist said commission in carrying out this act and render such assistance to said commission as may not be inconsistent with the performance of their respective official duties.

SEC. 15. Said commission is hereby authorized and empowered to prepare and adopt and promulgate rules and regulations for the carrying into effect of the foregoing provisions of this act, including rules and regulations for the selection of members and the mode of procedure of conferences.

SEC. 16. All questions of fact arising under the foregoing provisions of this act shall, except as otherwise herein provided, be determined by said commission, and there shall be no appeal from the decision of said commission on any such question of fact, but there shall be a right of appeal from said commission to the Circuit Court of the State of Oregon for Multnomah County from any ruling or holding on a question of law included in or embodied in any decision or order of said commission, and, on the same question of law, from said circuit court to the Supreme Court of the State of Oregon. In all such appeals the attorney general shall appear for and represent said commission.

SEC. 17. Any person who violates any of the foregoing provisions of this act shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than $25 nor more than $100 or by imprisonment in the county jail for not less than ten days nor more than three months or by both such fine and imprisonment in the discretion of the court.

SEC. 18. Any employer who discharges or in any other manner discriminates against any employees because such employee has testified, or is about to testify, or because such employer believes that said employee may testify, in any investigation or proceedings under or relative to this act, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than $25 nor more than $100.

SEC. 19. If any woman worker shall be paid by her employer less than the minimum wage to which she is entitled under or by virtue of an order of said commission, she may recover in a civil action the full amount of her said minimum wage less any amount actually paid to her by said employer, together with such attorneys' fees as may be allowed by the court and any agreement for her to work for less than such minimum wage shall be no defense to such action.

SEC. 20. Said commission shall, on or before the first day of January of the year nineteen hundred and fifteen and of each second year thereafter, make a succinct report to the governor and legislature of its work and the proceedings under this act during the preceding two years.

SEC. 21. There is hereby appropriated out of the general fund of the State of Oregon the sum of $3,500 per annum, or so much thereof as may be necessary per annum, to carry into effect the provisions of this act and to pay the expenses and expenditures authorized by or incurred under this act.

Filed in the office of secretary of state February 17, 1913.

APPENDIX B.—DETERMINATIONS OF INDUSTRIAL WELFARE COMMISSION OF OREGON.

Order No. 1.

1. No girl under the age of 18 years shall be employed in any manufacturing or mercantile establishment, millinery, dressmaking or hair-dressing shop, laundry, hotel or restaurant, telephone or telegraph establishment, or office in the State of Oregon more than 8 hours and 20 minutes during any one day or more than 50 hours in any one week.

2. No girl under the age of 18 shall be employed in any one of the above-named occupations after the hour of 6 o'clock p. m.

3. A minimum wage of $1 a day shall be established for girls between the ages of 16 and 18 years working in the above-mentioned occupations except as otherwise arranged by the commission in the cases of apprentices and learners.

Said order shall become effective from and after October 4, 1913.

After such order is effective it shall be unlawful for any employer in the State of Oregon affected thereby to fail to observe and comply therewith, and any person who violates said order shall be deemed guilty of a misdemeanor and upon conviction thereof shall be punished by a fine of not less than $25 nor more than $100, or by imprisonment in the county jail for not less than 10 days nor more than three months, or by both such fine and imprisonment, in the discretion of the court.

Order No. 2.

No person, firm, corporation, or association owning or operating any manufacturing establishment in the city of Portland, Oreg., shall employ any woman in said establishment for more than 9 hours a day, or 54 hours a week, or fix, allow, or permit for any woman employee in said establishment a noon lunch period of less than 45 minutes in length; or employ any experienced adult woman worker, paid by time rates of payment, in said establishment at a weekly wage of less than $8.64, any lesser amount being hereby declared inadequate to supply the necessary cost of living to such women factory workers and to maintain them in health.

Said order shall become effective from and after November 10, 1913.

Order No. 3.

No person, firm, or corporation owning or conducting any mercantile establishment in the city of Portland, Oreg., shall pay to any experienced adult woman worker a wage less than $9.25 a week; nor shall any such person, firm, or corporation owning or conducting any mercantile establishment in the city of Portland, Oreg., employ any woman worker in such mercantile establishment more than 8 hours and 20 minutes in any day, and 50 hours in any week, or after the hour of 6 o'clock in the afternoon of any day.

Said order shall become effective from and after November 23, 1913.

Order No. 4.

1. No person, firm, corporation, or association shall employ any experienced adult woman in any office or at office work in the city of Portland for more than 51 hours in any week nor at a wage rate of less than $40 a month.

2. The following classes of work are included under this ruling as office work:

Stenographers, bookkeepers, typists, billing clerks, filing clerks, cashiers (moving-picture theaters, restaurants, amusement parks, ice-cream stands, etc.), checkers, invoicers, comptometer operators, auditors, and all kinds of clerical work.

Said order shall become effective from and after February 2, 1914.

Order No. 5.

(1) No person, firm, or corporation shall employ any experienced adult woman in any industry in the State of Oregon, paid by time rate of payment, at a weekly wage rate of less than $8.25 a week, any lesser amount being hereby declared inadequate to supply the necessary cost of living to such women workers and to maintain them in health.

(2) Nor shall any such person, firm, or corporation employ women in any industry in the State of Oregon for more than 54 hours a week.

(3) Nor shall any such person, firm, or corporation pay inexperienced adult women workers employed by time rate of payment at a rate of wages less than $6 a week. And the maximum length of time such workers may be considered inexperienced in any industry shall not exceed one year.

(4) No person, firm, or corporation owning or conducting any mercantile, manufacturing, or laundry establishment in the State of Oregon shall employ women workers in such establishment later than the hour of 8.30 o'clock p. m. of any day. This hour of dismissal does not apply to telephone and telegraph companies, confectionery establishments, restaurants, and hotels.

Said order shall become effective from and after February 7, 1914.

Order in Regard to Preapprenticeship Period in Millinery and Dressmaking Trades.

Under date of August 31, 1914, the commission issued the following order (but not as a numbered order) authorizing employment for a preapprenticeship period at a special lower rate in the millinery and dressmaking trades:

Portland, Oreg., *August 31, 1914.*

To the Milliners and Dressmakers of the State of Oregon:

The industrial welfare commission on August 28 decided, in view of the circumstances surrounding the apprenticeship conditions in the millinery and dressmaking trades, to permit a preapprenticeship period of one month to women and girls who wish to learn either of these trades. As this month is given that the ability of the learners may be tested and their fitness for the trade discovered, they may be engaged for a wage rate of less than $6 a week, but after the end of the 30 days' period the apprentice must be paid at least $6 a week. The regular apprenticeship period of 12 months, as allowed by I. W. C. Order No. 5, will date from the end of the month's trial.

This preapprenticeship period of 30 days will be allowed only to those women and girls who have had no previous experience at dressmaking or millinery. Every learner who is taken on under this regulation must have a special permit from this office before she can begin work. A duplicate of this permit will be sent to the employer, which duplicate must be returned with the original when the preapprenticeship time is completed. Those women who have had slight experience at either of the trades, but who have not had a full year, must be employed as regular apprentices at $6 a week and will not receive a permit for a trial month.

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